

## Supplier Code of Conduct

### 1.0 General

VERWO AG (hereinafter referred to as VERWO) is the Swiss expert for specialized services in the fields of vacuum technology, sheet metal processing, component manufacturing and assembly.

Together with our customers, we have a major influence on social and environmental developments. We are aware of this responsibility and strive to be a leader in these areas as well. However, we can only achieve this if our entire supply chain also contributes to this goal. With this Supplier Code of Conduct, VERWO summarizes the expectations of its suppliers. The code defines the minimum standards that every supplier, including its subcontractors, must comply without any exceptions.

### 2.0 Ethical behavior and working conditions

- + You respect the Human Rights as defined by the United Nations and do not tolerate any violations.
- + You treat all people equally, regardless of their origin, skin color, religion, sexual orientation, gender, political affiliation, age or disability.
- + You ensure there is no mental, physical or sexual coercion or disparaging abuse or punishment in the workplace.
- + You respect the privacy of your employees.
- + You do not use or benefit from forced or child labor.
- + You uphold the right to form and join employee associations in accordance with applicable laws.
- + You pay minimum wages and ensure compliance with maximum working hours.
- + You fight corruption and bribery and ensure that personal relationships do not affect business activities.
- + You refrain from any form of money laundering activities.

### 3.0 Occupational safety

- + You comply with all applicable laws regarding occupational safety.
- + You create a safe and healthy working environment for your employees.
- + You regularly analyze the company and its processes for risks and try to reduce them as best as possible.
- + You provide personal protective equipment free of charge and in sufficient quantity to your employees
- + You continuously monitor compliance with all legal standards regarding occupational safety.
- + You ensure that you have established a sufficient emergency concept for accidents.

### 4.0 Environment

- + You comply with all applicable laws regarding environmental protection.
- + You promote the safe and environmentally friendly development and manufacturing of your products as well as their transport, use and disposal.
- + You protect the lives and health of your employees and the public from hazards that may arise from your manufacturing processes and products.
- + You use resources efficiently, employ energy-efficient and environmentally friendly technologies, and reduce your waste volumes as well as emissions to air, water and soil.
- + You continuously reduce the impact of your operations on climate change and water scarcity.