

## Supplier Code of Conduct

### General

VERWO AG (hereinafter referred to as VERWO) is the Swiss expert in sheet metal working, complex assemblies and sub-assemblies, disposal systems, filter technology, process optimisation and strategic procurement services.

Our customers are international corporations that have a significant responsibility in the global push for social and environmental accountability. As a result, VERWO expects its suppliers, along with their suppliers and subcontractors, to fully comply with all the applicable laws and internationally recognised environmental, social and corporate governance standards.

The supplier accepts this Code of Conduct either expressly by means of a written declaration or implicitly by completely or partially fulfilling the contract.

### Environment

- + You comply with all applicable environmental, health and safety regulations.
- + You promote safe and environmentally friendly methods when it comes to the development, manufacture, transport, use and disposal of your products.
- + You protect the life and health of your employees and the general public from any risks inherent in your manufacturing processes or products.
- + You use resources efficiently, apply energy-efficient and environmentally friendly technologies and reduce your waste as well as emissions to air, water and soil.
- + You minimize your impact on climate change and water scarcity.

### Society

- + You support the protection of internationally declared human rights. This includes the minimum wage and maximum working hours.
- + You fight forced labour, child labour and discrimination of any kind in the workplace. You place a high value on equality.
- + You support the right of association and collective bargaining rights.

### Business ethics

- + You comply with all applicable national and international antitrust and trade control regulations.
- + You work against corruption and bribery and ensure that personal relationships do not impact business activities.
- + You refrain from any form of money-laundering activities.

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