

Principle

Since the foundation of our company in 1868, we have attached great importance to fair and sustainable actions and thinking. Our values as a long-term oriented Swiss family business are stable and not subject to the spirit of the times.

We thank all business partners for their support and compliance with our standards.

Christoph Weber, Executive Board

A. Objectives and scope of application

This Code of Conduct applies to all suppliers / business partners worldwide. In it, our suppliers will find information about our expectations of them regarding compliance with internationally recognised standards for human rights, labour rights, environmental protection and anti-corruption.

The Arthur Weber Group itself adheres to the principles of this Supplier Code of Conduct and also requires this of all suppliers and their subcontractors.

B. Recognition of and compliance with relevant laws

In order to comply with the requirements of the Code of Conduct, suppliers shall comply with all national laws and regulations and other applicable requirements. In case of discrepancies between the provisions of this Code of Conduct and national laws or other applicable standards, the higher or stricter requirements shall be met.

Upon Arthur Weber's request, the Supplier shall provide evidence of its compliance with the obligations set out in this Code of Conduct and prove that all employees of its companies and subcontractors involved in the supply of products or services do their best to comply with the Code of Conduct.

C. Prohibition of corruption and bribery

No supplier shall tolerate corruption, bribery or other unfair practices affecting competition in connection with which improper payments are offered, solicited or accepted or any other form of compensation is paid to any person or entity for the purpose of inducing that person or entity to violate the Regulations.

D. Human rights and labour rights

Suppliers shall respect and support the protection of international human rights. No discrimination shall be tolerated in their recruitment and hiring practices. Suppliers shall not tolerate conduct that is in any way threatening, abusive, exploitative or sexually harassing.

Suppliers shall respect the regulations regarding data protection. Suppliers shall not be involved in any form of forced labour. Suppliers must also not allow child labour. Suppliers must provide a safe and non-hazardous working environment for their employees.

E. Environmental protection

Suppliers shall implement environmentally conscious systems that minimise the environmental impact of their business activities, products and services.

Agree with the above explanations:

For the Arthur Weber Group

Place and date

Legally valid signature

For the supplier / business partner

Place and date

Legally valid signature