

Code of Conduct for Suppliers

As a leading supplier of electrical enclosures and other electrification, Schaltag (which includes Schaltag AG, Switzerland, and Schaltag CZ s.r.o., Czech Republic) is committed to maintaining the highest ethical standards with respect to employees, customers, suppliers, competitors, governments and the environment. We therefore expect our suppliers to uphold the same standards of professional behaviour and integrity in their dealings with Schaltag, their employees, their subcontractors, customers, suppliers, competitors, communities, governments and the environment.

Schaltag's Supplier Code of Conduct sets out the minimum requirements expected of our suppliers in terms of business ethics, compliance and internationally recognised standards.

Laws and ethical standards

We expect our suppliers to operate in accordance with applicable laws, regulations and internationally recognised standards, including environmental laws and regulations.

Child labour

The Supplier may not employ persons under the age of 18 for regular work, and may not employ persons under the age of 15 at all. In particular, under no circumstances may he employ a minor to prevent school attendance or compulsory education or to fulfil a professional requirement that is detrimental to health or development.

Forced labour

The supplier does not use forced or compulsory labour.

Compensation and working hours

The supplier is obliged to comply with national laws and regulations regarding working hours, wages and benefits.

Discrimination

The Supplier should promote the diversity and variety of individuals in society and not discriminate against them in terms of race, religion, physical ability, sexual orientation, health, age, nationality, social or ethnic origin, trade union membership, political opinion, gender or partnership status.

Health and safety

The Supplier shall comply with applicable laws and regulations relating to health and safety in the workplace to ensure a safe and healthy working environment to prevent accidents or damage to health.

Improper payments / bribes

The Supplier must comply with the international anti-corruption standards set out in the United Nations Global Compact and local anti-corruption and bribery laws. The Supplier shall not offer any services, gifts or benefits to Schaltag's employees in order to influence the behaviour of employees in the representation of Schaltag company. Suppliers are aware that Schaltag employees cannot accept or offer such services, gifts or benefits and that disciplinary, civil or criminal proceedings may be initiated against them in the event of a violation.

Conflict of interest

The Supplier shall disclose to Schaltag any situation that could prove to be a conflict of interest and shall notify Schaltag immediately if a Schaltag employee or expert expresses an interest in commercial links under a commercial agreement between Schaltag and the Supplier.

The supplier confirms that the products delivered to Schaltag comply with the following regulations:

- 1) RoHs 2011/65 / EU, EU Directive, current version, including EU2015 / 863
- 2) REACH EC No. 1907/2006, EU Chemicals Regulation, current version
- 3) Dodd-Frank Act Section 1502, US federal law, current version

Should there be any deviations from the above confirmation at a later date, the Supplier shall fulfil its obligation to inform Schaltag.

Environment

The Supplier shall comply with all applicable environmental laws, regulations and standards and implement an effective system to identify and eliminate potential environmental risks.

Protection of tangible and intangible assets

The Supplier shall treat commercial, financial and technical data including business correspondence with Schaltag as confidential. The Supplier shall not misuse the material or intellectual property of Schaltag or any other company.

Business partner dialogue

This Code should also apply to the Supplier's subcontractor providing goods or services to the Supplier. Suppliers are therefore expected to make every effort to ensure that their subcontractors comply with this Code.

Consequences

As a matter of principle, Schaltag trusts its suppliers to comply with the terms and conditions of this Code and to actively endeavour to comply with its standards.

If the Supplier violates this Code of Conduct, Schaltag is entitled to immediately terminate all contractual and business relationships with the Supplier and reserves the right to take further legal action at its own discretion.