

## Code of Conduct for Business Partners of Swiss Polymers AG

Ethical business conduct is one of our core values of corporate management. To this end, we refer to our principles and values. We also expect our business partners to comply with all applicable laws and regulations and to adhere to the ethical principles set out in this Code of Conduct for Business Partners. If the local laws or other mandatory legal provisions in a particular country conflict with the provisions of this Code of Conduct, the mandatory legal provisions shall take precedence. We expect the following:

**Compliance with all applicable laws:** Business partners must know and comply with all applicable laws and regulations of the countries in which they operate, including, where applicable, anti-corruption laws, customs regulations, export and trade control laws, competition laws, antitrust laws and laws on fair business conduct and responsible sourcing, data protection laws, local labor and employment laws and international standards for fair working conditions.

**Ethical business conduct:** Business partners may not use cash, gifts or other comparable benefits to gain advantages in the awarding or continuation of contracts. Business partners are also prohibited from providing employees of Swiss Polymers AG with benefits of monetary value in order to gain advantages in the awarding or continuation of contracts or to influence a business decision. Business benefits of a low value of less than EUR 50 are excluded from this.

**Fair business conduct:** Business partners must at all times comply with applicable competition/antitrust laws, including not disclosing business-critical information of the business partner or third parties to Swiss Polymers AG.

**Respect for human rights:** Business partners must promote a respectful working environment that is free from discrimination and harassment. They must also ensure that they comply with all applicable local labor and employment laws and international standards for fair working conditions and that their supply chains do not permit or facilitate child labor, forced labor or human trafficking.

**Environmental protection:** Business partners must comply with all applicable environmental laws and regulations and use their best efforts to implement best practices and industry standards for environmental protection.

**Information management and protection:** Business partners must take appropriate measures to protect Swiss Polymers AG's proprietary or confidential information, including employee information, customer data, intellectual property and trade secrets. Any concerns regarding compliance with this Code by business partners or by employees of Swiss Polymers AG should be brought to the attention of the Board of Directors/Compliance Officer Ronald Huwyler by e-mail to [r.huwyler@swiss-polymers.ch](mailto:r.huwyler@swiss-polymers.ch) or by confidential mail to the business address.