

## Code of Conduct for Suppliers

Metrohm is committed to conducting business in a lawful, ethical, and socially responsible manner that meets the highest standards. We therefore require our partners and suppliers to comply with the same standards. The Code of Conduct for Suppliers defines the basic labor standards with which all Metrohm suppliers must comply.

The Code of Conduct is an integral part of contracts between Metrohm and its suppliers. Compliance with the Code of Conduct is a fundamental requirement for long-term partnerships between Metrohm and its suppliers.

The supplier promises to inform its own suppliers and subcontractors of the contents of this Code of Conduct in an effective way, and to ensure that they also act in compliance with the Code of Conduct. Our expectations of suppliers are:

### **1. Compliance with laws and standards**

The supplier promises to comply with all applicable national and international laws and standards, including the UN's Universal Declaration of Human Rights, and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

### **2. Fair working conditions**

The supplier promises to recognize the basic rights of its employees and create fair working conditions for its employees.

### **3. Child labor**

The use of child labor is strictly prohibited under the ILO Conventions, the UN Convention on the Rights of the Child, and national and international legislation.

### **4. Forced labor and slavery**

The use of forced labor and slavery is strictly prohibited. The supplier promises to grant its employees the free right to termination of employment.

### **5. Illegal workers**

The use of illegal workers is strictly prohibited.

### **6. Discrimination**

Discrimination against employees during the recruitment and hiring process on the grounds of gender, skin color, nationality, ethnicity, disability, political beliefs, trade union membership, religion, or sexual orientation is strictly prohibited.

### **7. Unacceptable behavior**

Unacceptable behavior towards employees that is in any way sexual, threatening, abusive, or exploitative is strictly prohibited.

## **8. Working hours**

The supplier promises to respect and comply with the applicable laws of the relevant country regarding maximum working hours, annual leave and overtime.

## **9. Remuneration**

The supplier promises to remunerate its employees adequately and comply with the applicable minimum wage legislation of the relevant country, and comply with all local wage agreements and collective agreements.

## **10. Occupational health and safety**

The supplier promises to provide its employees with a safe place of work that poses no health risks.

## **11. Environmental protection**

The supplier promises to conduct its business activities in an environmentally responsible manner and continuously improve its measures to protect the environment. We recommend that the supplier create and implement an environmental management system based on international standard ISO 14001.

## **12. Business ethics**

The supplier promises to conduct its business in accordance with the highest ethical standards and follow fair competition practices. In particular, the supplier promises to comply with legislation and regulations governing cartels and competition, and disclose any potential conflicts of interest to Metrohm.