



## Code of Conduct for Suppliers

Robatech AG is the world's leading partner in the field of hotmelt application systems. Robatech AG is constantly developing innovative solutions to optimize the efficiency of gluing processes and strives to use resources sparingly. We value economic and ecological core values for responsible business and strive to form long-term partnerships with our suppliers. We expect our partners to adhere to and follow the same ethical principles in their actions. The minimum standards for a business relationship with Robatech AG are defined in the Code of Conduct for Suppliers.

### 1. Compliance with Laws and Regulations

The supplier shall comply with any laws, directives and regulations applicable to his company. Also included is compliance with trade regulations, customs laws and existing sanctions. Violations or infractions must be followed up with an appropriate response.

### 2. Bribery and Corruption

The supplier shall comply with all applicable anti-corruption laws and regulations. The offer and acceptance of any form of corrupt financial transactions, bribery and kickbacks are strictly prohibited. Passively tolerating corruption is also inadmissible.

The supplier undertakes to take into account and comply with all relevant antitrust and competition laws. Involvement in business practices such as price and bid rigging will not be tolerated.

Gifts, entertainment and invitations are to be limited. Employees of Robatech AG are not allowed to accept benefits exceeding CHF 100 per year.

### 3. Human Rights

The supplier undertakes to protect and respect international human rights. The supplier does not tolerate any form of harassment or discrimination, in particular on the basis of gender, religion, political attitude, ethnic origin, skin color, way of living together or sexual orientation. Applicable anti-discrimination laws or regulations must be complied with. The supplier undertakes to take all reasonable measures to avoid or otherwise remedy any adverse human rights impacts arising from the supplier's or any company's operations.

The supplier undertakes not to tolerate or use any form of child labor or forced labor in any phase of its business activities. The supplier shall ensure that work is always performed voluntarily and workers maintain control of their identification documents. The basic principles of the ILO Convention and the ETI Base Code apply.

### 4. Fair Working Conditions

The supplier undertakes to respect the rights of employees to freedom of association and collective bargaining. The supplier shall compensate employees fairly and comply with all applicable laws and mandatory industry standards regarding working hours and overtime pay.

### 5. Health and Occupational Safety

The supplier shall ensure a health-promoting working environment and undertakes to comply with and implement the applicable occupational health and safety regulations. Occupational accidents, injuries and work-related illnesses must be avoided at all costs. Workers must be trained and made aware of applicable health and safety regulations on a regular basis in language they can understand.

### 6. Environment

The supplier undertakes to comply with all applicable environmental laws and protective regulations. Potential environmental hazards must be identified at an early stage and eliminated in accordance with the law. We expect our partners to drive efforts on climate protection targets, resource and energy savings. Relevant data on environmental protection must be disclosed to Robatech AG upon request.

Version 1.2 EN; Muri, 17.07.2023



### 7. Data Protection

The supplier undertakes to comply with all applicable laws relating to data protection and privacy, to respect the intellectual property rights of others and to protect confidential information. This applies in particular to personal data of customers, employees and shareholders.

### 8. Compliance with the Supply Chain

The supplier undertakes to take appropriate measures to ensure that the principles of this Code of Conduct are also observed by the supplier's subcontractors and their sub-suppliers. The measures must be continuously tested and monitored. Applicable supply chain laws must be taken into account.

### 9. Conflict Material

The supplier is responsible for ensuring that the delivery does not contain any conflict raw materials (so-called conflict minerals) such as gold, tantalum, tin and tungsten from conflict countries (Democratic Republic of Congo and its neighboring countries).

### 10. Compliance and Confirmation

By signing this document, we confirm that we will meet the requirements of this Supplier Code of Conduct and comply with all applicable laws and regulations. Robatech AG reserves the right to verify compliance with the requirements from the Code of Conduct for Suppliers through self-assessment or audits. The supplier strives for continuous improvement towards sustainable environmental and social performance characteristics. The supplier reports regularly on its progress in the areas of environment, sustainability, working conditions, and diversity.

In the event of violations of the Code of Conduct, the supplier must prepare a report and define corrective measures. Any violation of the principles of the Code of Conduct entitles Robatech AG to terminate the business relationship with immediate effect.

Name of the supplier: \_\_\_\_\_

Date: \_\_\_\_\_

Name \_\_\_\_\_

Role: \_\_\_\_\_

Signature: \_\_\_\_\_

Please return this signed document to: [purchasing@robatech.ch](mailto:purchasing@robatech.ch)