

Corporate Business Principles

Company	Human Rights and Labor Practices	Leadership and Integrity	Suppliers and Customers	Environment
<p>1 Our aim At all times, we want our performance to satisfy our customers, suppliers, staff, shareholders, and business partners. Innovation, engineering, technical/supply chain support and digital transformation as a strategic priority. We strive for above-average performance in all our work areas, for every product and every service. We strive for continual growth that is well above the industry average. Our turnover profit enables us to invest in future developments out of our own business.</p> <p>2 Quality Assurance and Product Safety With our name, we stand for security and high-quality products. Quality is our common objective and in this we must continually question the status quo to further improve ourselves to achieve the maximum quality. Compliance with international safety standards and complete traceability / principle of circular economy. Our quality management system is supporting us in our daily activities to achieve this goal.</p>	<p>6 Human Rights and Labor Practices We fully support the international human rights according to the UN Human Rights Convention/Charter (UNICEF) and Swiss DDTro. We condemn all kinds of child labor, forced or compulsory labor, as well as any kind of discrimination and modern slavery. We are committed to preventing accidents, injuries, and illness related to work, and to protect our employees (health and safety at work). We recognize that all employees are entitled to have their personal integrity protected in their place of work. We deal with one another without resorting to violence or harassment at all levels of the company's hierarchy. The right to appropriate compensation is recognized for all employees. Pay and other benefits shall at least comply with the respective national or local legal standards in the national economic sectors/industries and regions. Additional focus to rights of minorities and indigenous peoples, ethical recruitment, women's rights, diversity, equality and inclusion, freedom of association,</p>	<p>7 Management Style Our managers exemplify our company values in their daily dealings and activities. They show initiative, openness, and self-confidence, and set incentives for change and improvement. Communication between managers and staff is characterized by politeness, respect, and trust. Financial responsibility and implemented risk-management.</p> <p>8 Integrity We comply with the laws and regulation in all countries where we do business, and in those in which we maintain business relations. We respect the rules of fair competition and reject all forms of counterfeiting and piracy, intellectual property, tax evasion, corruption, and bribery. We respect the existing legal provisions to import and export, obtain the necessary permissions, and pay the defined duties and taxes. In compliance with export controls and economic sanctions. Illegal action is not an option and not in the interest of our company.</p>	<p>9 Supplier Relations We aim to build up collaborative partnership with our suppliers and we require them to demonstrate honesty, integrity, and fairness. In the same way we are committed to our own customers. Our suppliers follow the same corporate business principles with a special focus on human rights (UNICEF/DDTrO) and labor practices, social responsibility, environmental topics, OECD Due Diligence Guidance for Responsible Supply Chains of Minerals, conflict minerals (2010 U.S. Dodd-Frank Wall Street Reform) as CMRT/EMRT, EU Regulation 2017/821 and more.</p> <p>10 Customer Relations Our goal is to build up trustworthy relationships with our customers based on honesty, integrity, and fairness.</p>	<p>11 Environmental Sustainability We commit ourselves to environmentally sustainable business practices. We strive to use natural resources efficiently and we are guided by the principles of sustainability. Environmental Management System and certifications based on ISO14001 at our production places and main suppliers. Our sustainability activities focus on preserving our environment, reducing waste, CO2/GHG emissions and CO2 footprint together with our suppliers, recycling of material, use renewable energy, the air- and water quality, sustainable use of water resources, forest protection, noise reduction and protection, animal welfare, biodiversity, land use and deforestation, soil quality, chemical management and more over the entire product life cycle – from development to raw material extraction, production and recycling.</p>

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<p>3 Responsibility Each employee, at each level makes sure that the corporate business principles are followed. Violations against these principles will result in disciplinary actions and possibly consequences under the employment law.</p> <p>4 Info/Data security and handling High level at information/data security and protection based on ISO27001/Tisax, clear security-relevant regulations, data privacy, safe handling with data according to data security regulation of EU, Switzerland, and other affected countries. All regulations and ethics are implemented.</p> <p>5 Storage and Transport Safe handling of products/parts during transport, handling, and storage to protect from any influence of environmental and unwanted insights, theft, espionage, etc.</p>	<p>land, forest and water rights as well as forced eviction, regulations governing the use of private or public security forces as a base for fair working conditions.</p>	<p>All employees are required to familiarize themselves with the regulations applicable to their area of responsibility and to abide these. Should conflict of interest arise, the responsible superior must be informed. In the event of any violations of these principles, all employees have the possibility to contact our HR openly or anonymously, and without fear of retaliation.</p>		
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