



Code of Conduct for Business Partners of Brütsch/Rüegger Tools Ltd.

Introduction

Brütsch/Rüegger Tools Ltd. (hereinafter referred to as **"BRW"**) and its employees have committed, within the framework of the company guidelines, to supporting and actively applying the fundamental principles relating to human rights and working conditions, quality and environmental management, health and safety, and the prevention of corruption and bribery.

BRW expects its suppliers to fully accept and support these principles in order to ensure compliance throughout the entire supply chain.

The following principles apply to all suppliers and their sub-suppliers from whom BRW directly or indirectly procures goods and/or services.

1. General Principles and Business

Ethics Compliance with Laws and Regulations

All national and international laws applicable to the business operations of the business partner must be complied with. If customary industry rules conflict with legal provisions, the regulation imposing the strictest requirement shall apply.

BRW requires all business partners to conduct their business in compliance with applicable competition law.

Prevention of Corruption and Bribery

Any form of corruption, bribery or unfair business practice is strictly prohibited.

The Supplier may not offer or accept any personal advantage in order to influence business decisions.

Conflicts of Interest

Business decisions must be made objectively. Personal interests or relationships must not influence decision-making.



Fair Competition

The Supplier shall observe the principles of free and fair competition. This includes compliance with all applicable antitrust provisions, competition rules, other laws and legal requirements of the Supplier's home country, as well as all corresponding international regulations. In addition, the Supplier shall not participate in any agreements or exchanges of sensitive information with competitors in breach of antitrust law provisions. (e.g. agreements on prices, conditions, quotas, customers or territories), nor shall the Supplier abuse any dominant market position it may hold.

International Trade Laws

The Supplier must comply with the customs import and export laws and related regulations applicable to its business relationship with BRW. It must be ensured that business premises, loading and shipping areas used to manufacture, store, prepare and load products within a supply chain are protected against unauthorized access. All applicable international sanctions and export restrictions must also be complied with.

Data Protection and Confidentiality

The Supplier undertakes to protect confidential information and personal data in accordance with applicable data protection law.

Intellectual Property

The Supplier shall protect confidential information and respect third-party intellectual property rights. Confidential information may not be forwarded, published, used, reproduced or disclosed without BRW's prior written approval.

2. Human Rights and Working Conditions

Prohibition of Child Labor, Forced Labor and Compulsory Labor

The Supplier respects and supports internationally recognized human rights and does not tolerate forced labor, child labor, prison labor, slavery or human trafficking, neither within its own organization nor among its business partners. The Supplier shall comply with the minimum age requirement for admission to employment in accordance with the applicable national regulations. If no national legislation exists, the internationally recognized standards of the United Nations shall be observed. If national regulations relating to forced labor or child labor impose stricter requirements, the Supplier shall give precedence to those requirements.



Abuse and Slavery

The Supplier shall not tolerate inhumane treatment, corporal punishment, insults or threats, or deprivation of the freedom of communication or movement of employees within its organization. This also includes any form of psychological pressure as well as physical, sexual or verbal abuse, intimidation or harassment.

Equal Opportunity

The Supplier shall observe the principles of equal opportunity in the selection and promotion of its employees. Any discrimination based on age, physical or mental disability, ethnic origin, appearance, skin color, gender, pregnancy, sexual orientation, nationality, religion, marital status or any other characteristic of employees shall be prohibited.

Protection of Employee Health and Safety

The Supplier shall comply with all applicable health-related and work-related laws, regulations and requirements and shall provide safe and healthy working conditions for its employees. In addition, it shall support the continuous development of occupational health and safety measures and systems and conduct workplace risk assessments.

Working Hours

The Supplier shall comply with national laws and regulations or customary industry standards relating to working hours, break times and holidays. Compliance with working and break times must also be ensured for employees who, due to the nature of their work, do not have a fixed workplace at one of its sites, such as professional drivers or service technicians.

Remuneration and Social Benefits

The Supplier shall pay wages and social benefits that are not below the statutory or customary industry minimum standards.

Right of Association and Freedom of Expression

The Supplier shall respect employees' right to freedom of association within the framework of the applicable rights and laws. Members of employee organizations or trade unions shall neither be favored nor disadvantaged.



3. Environment and Sustainability

Environmental Responsibility

Through responsible corporate management, the Supplier shall seek to minimize adverse environmental impacts that may arise from its activities. In doing so, it shall comply with national minimum legal requirements.

Resource Efficiency

The Supplier shall endeavor to continuously optimize or reduce its consumption of energy, water and non-renewable resources.

Hazardous Substances and Material Compliance

The Supplier shall comply with all relevant and applicable legal or other requirements concerning substance bans and restrictions and shall continuously ensure compliance with the associated obligations. This also includes the regular and proactive provision of information to BRW regarding material compliance. Suppliers must provide safety information for all hazardous goods, including chemical and pharmaceutical substances, and comply with all relevant laws and requirements, including the European RoHS and REACH directives.

Animal Welfare

If the Supplier conducts animal testing pursuant to laws or regulations or within the scope of its assignment, it must ensure that the animals are treated ethically and humanely. Alternatives to animal testing must be used whenever they are scientifically valid and accepted by the competent regulatory authorities.

4. Commitment and Control

Responsibility in the Supply Chain

The Supplier is obliged to communicate these principles to its subsuppliers and ensure their compliance. BRW expects transparent supply chains and active efforts to minimize risks.



Monitoring and Evidence

The Supplier must implement appropriate processes to ensure compliance with this Code. BRW reserves the right to request evidence or audits to verify compliance.

Violations and Consequences

Violations of this Code may be deemed as material impairment of the business relationship and may result in corresponding measures, up to and including termination of the cooperation.