

Supplier Policy – Code of Conduct

Exista requires all suppliers to maintain the highest standards of professional conduct and integrity in their business dealings with Exista and their relations with other customers, suppliers, employees, competitors, and communities.

Exista suppliers shall therefore:

- 1 Comply with all applicable laws and regulations.
- 2 Respect Exista's zero tolerance policy towards bribery and corruption. Suppliers are encouraged to avoid the extending of gifts, other than items of very small intrinsic value. Likewise, hospitality offered should only be appropriate to the business at hand.
- 3 Adhere to high ethical standards by respecting the rights and dignity of all persons with whom they are dealing. Specifically, suppliers shall respect the provisions of the UN Universal Declaration of Human Rights and the Conventions of the International Labor Organization regarding:
 - Elimination of child labor
 - Freedom of employment & association
 - Respect for the individual and elimination of discrimination
 - Safe and healthy working conditions
 - Payment of living wages and regular employment entitlements
 - Non-excessive working hours.
- 4 Keep Exista's business, financial, and technical data as well as business correspondence confidential and not misappropriate Exista's or other companies' tangible or intellectual property.
- 5 Inform Exista if they become aware of any potential violation. Suppliers are encouraged to implement reporting mechanisms for their employees to communicate possible irregularities. Suppliers should also establish processes for analyzing such concerns in a fair and confidential manner.

Further to the above, Exista expects suppliers to implement and maintain processes to improve environmental efficiency (including consumption of water, energy, raw materials, office materials as well as business travel, transportation mileage) and to minimize all forms of waste and increase recyclability of products.

Failure of suppliers to maintain their obligations pursuant to this Supplier policy - Code of Conduct could lead to termination of any contracts on the basis of material breach.

Any potential violation or questions related to the above should be directed to ethics@exista.ch. Any information submitted to this address will be treated strictly confidential.

Fehraltorf, March 31, 2023



André Günter
President of the board



Ernst Roth
CEO

Acknowledgement by supplier

Place, Date:

Name:

Function:

Name:

Function: