

Code of conduct for business partners

Tools. Next Level.

Introduction

In line with company guidelines, Brütsch/Rüegger Werkzeuge AG and its employees have committed themselves to endorsing and actively applying the fundamental principles in the fields of human rights and working conditions, quality management and environmental management, health and safety, and the fight against bribery and corruption.

In order for these principles to be upheld throughout the supply chain, Brütsch/Rüegger Werkzeuge AG requires the full acceptance and support of its suppliers in this matter.

The following provisions of the Brütsch/Rüegger Werkzeuge AG supplier code of conduct apply to all suppliers and their preliminary suppliers from whom Brütsch/Rüegger Werkzeuge AG obtains products and/or services, either directly or indirectly.

Bribery and corruption

Bribery, corruption and other improper practices designed to influence company policy are not permitted in any form.

Intellectual property

The supplier shall protect confidential information and undertake to protect the intellectual property rights of third parties. Confidential information must not be passed on, published, used, reproduced or disclosed without the prior written consent of Brütsch/Rüegger Werkzeuge AG.

Upholding the law

All national and international laws that affect the business partner's business activities must be upheld. In instances where industry-specific regulations contradict legal requirements, the stricter of the two shall apply.

Brütsch/Rüegger Werkzeuge AG requires all its business partners to conduct their activities in accordance with the applicable laws on competition.

Child labour

Child labour is prohibited. It is expected that children under the age of 16 (**14 in exceptional cases**) or children who have not yet completed compulsory education in accordance with local regulations shall not be employed. Dangerous activities may only be carried out by employees aged 18 or over.

Human rights

The supplier is obligated to safeguard human rights and **to treat all persons justly, fairly and without discrimination**. No person may be discriminated against on the basis of their nationality, religion, age, ethnic origin, gender or sexual orientation.

Forced and compulsory labour are prohibited. Disciplinary punishments are prohibited. The supplier may not punish its employees either physically or psychologically.

Working conditions

The supplier shall ensure that its employees are able to carry out their activities in a safe, healthy environment. Legal requirements regarding health and safety at work must be met. This includes protecting employees against any and all chemical, physical and biological hazards. **Hazards must be minimised as much as possible.**

Environmental protection

The supplier shall exercise responsible corporate management in order to minimise the negative impact its activities have on the environment. The supplier shall comply with the minimum national requirements in this regard.

Inspection

The supplier shall provide proof of adherence to this code of conduct and ensure that the relevant information is available in the event of an inspection.

Compliance

Compliance with the provisions described here shall be ensured through the implementation of internal processes and methods and guaranteed by the supplier's management team.

