

## Code of Conduct of Grütter Kunststoff und Formen AG

*The Code of Conduct represents, on the one hand, our own commitment to live up to the values and principles set out herein. On the other hand, it signals to the outside world a responsible attitude towards our stakeholders. Our Code of Conduct is intended as a guideline for Grütter Kunststoff + Formen AG and all its stakeholders.*

*For simplification, the company Grütter Kunststoff + Formen AG is abbreviated as GKF.*

### **Commitment of Management and the Board of Directors**

GKF considers itself obliged to act both economically and ecologically. The company strives to conduct its business competently, ethically, and morally, while ensuring fair competition in all its business areas. This includes compliance with applicable laws and the acceptance of antitrust laws and competition restrictions. We avoid gaining any improper advantages over customers, suppliers, and competitors.

### **Implementation and Establishment**

GKF undertakes to invest the necessary efforts to meet the principles and values described in this Code of Conduct.

### **Scope of Application**

This Code of Conduct applies to all employees, suppliers, customers, business partners, and stakeholders of GKF AG.

### **Team Spirit and Constructive Collaboration**

We constantly question established practices and develop new ideas for the benefit of our customers and the quality of our products. To this end, we promote constructive teamwork among our employees. Their interests and concerns are decisive for our products and further development. Our success is based on the diversity of our employees and their commitment in our fields of activity.

### **Principles of Cooperation**

We expect all our employees to always act in accordance with the highest professional standards as well as the guidelines of GKF. Any violations through behavior contrary to existing regulations, laws, or guidelines will result in disciplinary measures.

## **Open Communication with Employees**

Misconduct will not be covered up. If employees, in good faith, report actual or suspected misconduct, no intimidation or reprisals will be tolerated against them. 'In good faith' is interpreted as the employee being convinced that their report reflects the truth, regardless of whether a later investigation confirms it.

## **Dialogue with Business Partners**

All business information of our partners and their trade secrets are treated sensitively and confidentially. The documents required for the business relationship are properly prepared, stored, and, if necessary, destroyed after the end of cooperation.

## **Customer Orientation**

We always act honestly and fairly towards our customers and partners. We identify their wishes, needs, and expectations to optimally integrate them into high-quality products and to provide excellent service. Our greatest asset is building long-term and stable relationships with customers and business partners based on trust.

## **Acceptance of Gifts and Donations**

### **1.1 Gifts to our Employees**

Our employees neither solicit nor accept personal advantages from customers or suppliers that could influence their behavior regarding their work in the company.

Gifts from third parties may only be accepted if they are common practice and recognized as courtesy or goodwill (e.g., promotional gifts with the logo of the issuing company, such as pens or notepads).

If the value of a gift exceeds CHF 50, the direct supervisor or the managing director must be informed immediately. If this is not possible, the gift must be declined.

### **1.2 Gifts from our Employees**

Gifts on our part may also only be offered within the usual framework of a business relationship and to a materially reasonable extent. The recipient must not be able to associate any obligation that could influence their business decisions.

### **1.3 Donations**

GKF does not make donations to political parties, individuals, or organizations whose goals and philosophy contradict ours or could damage our image. All donations are granted transparently.

## **Bribery and Corruption**

We tolerate no form of corruption or bribery, regardless of whether company assets or third-party assets are harmed. Control mechanisms ensure the prevention of bribery, theft, embezzlement, fraud, tax evasion, or money laundering.

Employees are prohibited from granting or accepting favors of any kind (cash, travel, gifts, etc.) that are tied to an undue advantage (e.g., awarding contracts, project approvals).

Our business partners are also required to avoid conflicts of interest that could involve a corruption risk.

## **Data Protection**

All personal data of our customers, business partners, and employees are treated with the utmost care. This includes names, addresses, telephone numbers, dates of birth, and information about current health conditions.

## **Environmental Protection and Ecology**

Environmental protection and climate change are urgent concerns for us. Employees are required to handle all natural resources used in our operations (e.g., energy, water, land) responsibly. Respectful handling during the production and distribution of our products is required.

We comply with all laws and regulations concerning workplace health and safety. Our managers and the safety officer (SIBE) take measures to ensure a healthy and hazard-free environment for our employees.

## **Compliance with Applicable Law**

We require our managers and employees to be familiar with and strictly comply with all laws, regulations, and rules relevant to their areas of responsibility. Our business partners and their suppliers must likewise comply with applicable laws.

This particularly applies to import, export, domestic trade in goods, technologies, services, as well as payment and capital transactions.

Violations of trade embargoes, as well as of trade, import, and export control regulations, or terrorism financing must be excluded by our business partners.

## **Fair Competition**

We are committed to fair competition and adhere to laws and regulations. Agreements of any kind with competitors, suppliers, other companies, or dealers that prevent fair competition (e.g., regarding prices, conditions, or strategies) are strictly avoided. We do not participate in any anti-competitive boycotts.

## **Prohibition of Discrimination**

We do not tolerate any form of discrimination, regardless of nationality, ethnicity, age, gender, sexual orientation, marital status, pregnancy, disability, religion, or worldview. Recruitment and promotions are always free from discrimination.

## **Handling of Company Property**

We value the careful and responsible use of all manufactured products, required tools and resources, and GKF's intellectual property.

## **Protection against Child and Forced Labor**

We strictly reject any form of child or forced labor.



Reto Grütter  
Managing Director