

Code of Conduct for Employees and Business Partners

from 30.01.2025

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Preamble

In its relationships with employees, customers, suppliers, competitors and other parties, LIBREC AG strives for a relationship characterized by integrity, fairness, responsibility and sustainability.

1. Scope

The Code of Conduct applies to all members of the Board of Directors, Executive Board and employees of LIBREC AG. In addition, we strive for suppliers to also orient themselves towards this content.

2. People and workers' rights

LIBREC AG is committed to respecting human rights as expressed in the Universal Declaration of Human Rights of the United Nations. LIBREC AG expects its employees and suppliers to comply with human rights, the core labour standards of the International Labour Organization (ILO) and the principles of the United Nations Global Compact (UNGC).

2.1. Child labour

The work of children is not tolerated, and when recruiting young employees, local laws for the respective legal age must be respected.

2.2. Forced labour

Forced labour, slave labour, human trafficking or similar work may not be used.

2.3. Discrimination

Employees must not be discriminated against in any way. This applies, for example, to discrimination based on gender, race, national, ethnic or social origin, skin colour, disability, health status, political opinion, origin, ideology, religion, age, pregnancy or sexual orientation. The personal dignity, privacy and personal rights of each individual are respected.

2.4. Occupational health and safety

A safe and healthy working environment for employees is ensured. Appropriate measures are taken against accidents and damage to health.

3. Environmental protection and sustainability

All applicable legal requirements and requirements are met. In addition, care is taken to act in the most environmentally friendly and resource-saving way possible. When choosing its suppliers, LIBREC AG pays attention to possible measures to reduce CO2 emissions and improve energy and resource efficiency.

3.1. Material specifications and conflict minerals

We are committed to complying with all national legal provisions and regulations, in particular the REACH and RoHS regulations. With regard to the handling of conflict minerals, we declare that all relevant national and international legal requirements, guidelines and regulations relating to these are complied with. When dealing with conflict minerals, tin, tungsten, tantalum and gold, our suppliers are required to comply with the OECD Due Diligence Guide to Promoting Responsible Supply Chains for Minerals from Conflict-Affected and High-Risk Areas.

4. Conduct in the business environment

Great importance is attached to open, fair and respectful interaction with all business partners. Commitments and commitments made must be kept. This is a basic prerequisite for a trusting and long-term cooperation.

4.1. Corruption

It is mandatory in the personnel regulations that all employees comply with anti-corruption laws and ensure that no unjustified advantages are accepted, demanded or granted.

4.2. Protection of confidential information

We are committed to complying with and complying with the agreements with our partners, as well as laws on data protection and information security and official regulations with regard to the collection, storage, processing, transmission and disclosure of data at all times.

5. Compliance with the Supplier Code of Conduct

Compliance with the aforementioned principles and requirements by LIBREC AG can be verified by means of self-disclosures or, after consultation, by audits or in other suitable ways.
Are the applicable legal provisions more restrictive than those mentioned above?

Biberist, 30.01.2025



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