

Code of Conduct

SECKLER is a global, Swiss-based manufacturer of individually designed automation systems in the field of handling technology.

In addition to our values, our Code of Conduct defines the principles of behaviour and standards that are relevant and binding for us in our interaction with employees, customers, suppliers, business partners, the environment and society. It is a guideline for ethically unimpeachable, integrity, law- and rule-compliant and value-oriented action.

The basis of all our actions is the compliance with the nationally and internationally applicable legal regulations. Furthermore, as a company we also place particular importance on compliance with human rights, labour and social standards as well as anti-discrimination and anti-corruption requirements and on protecting the environment.

Our Code of Conduct applies at all times, to everyone in the company, regardless of their position or function, as well as to all our business partners.

Our aim is to ensure that every service associated with our end product is provided in accordance with the principles of this Code of Conduct.

Human Rights

We respect and support internationally recognised human rights and do not tolerate human rights abuses within our sphere of influence. We reject all forms of forced or child labour and ensure that we do not benefit directly or indirectly from involuntary labour.

Equality and Anti-Discrimination

We respect the personal dignity, privacy and personal rights of every individual and do not tolerate any form of discrimination. This applies without restriction to gender, social status, skin colour, political beliefs, origin, religion, age, pregnancy, sexual orientation and physical and mental impairment. Promotions and new hires are always made free of discrimination.

Working Conditions and Health Care

SECKLER AG employees receive fair and performance-related remuneration. Working conditions are presented to employees in a written employment contract.

We promote the motivation and competence of our employees by offering training and education.

SECKLER AG provides a safe working environment and ergonomic workplaces that are conducive to good health. When used properly, no substances are used that are harmful to health.

We regularly train our employees in the area of occupational safety and take precautionary measures with regard to work-related accidents.

Protection against Child or Forced Labour

We strictly reject any form of child or forced labour without exception and expect the same from our business partners. Children of school age (younger than 16 years) may not be employed even if the legal requirements of the respective country of our supplier would allow this.

Principles of Corporate Governance

SECKLER AG pursues its corporate objectives in compliance with the rules of free and fair competition. We adhere to fair competition and antitrust laws.

The business practices of our business partners and their suppliers must also comply with the applicable laws. This applies in particular to import, export and domestic trade in goods, technologies or services, but also to payment and capital movements.

SECKLER employees are required to avoid conflicts of interest. Every decision is based on the interests of the company and not on personal interests.

We respect the trade sanctions of Switzerland and the United Nations.

Team Spirit, Constructive Cooperation

We continuously question existing solutions and develop new ideas for the benefit of our clients. To this end, we promote constructive cooperation among our employees. Their interests and demands on us are decisive for our work and further development. We can only be successful in various business areas through consistent teamwork.

Standards of Cooperation

We expect all our employees to always act according to the highest professional standards. If employees violate existing guidelines, rules or regulations in the course of their work, the concerned employees will face disciplinary actions.

Environmental and Climate Protection

SECKLER AG is committed to acting in an ecologically sustainable and responsible manner that goes beyond the legal requirements of environmental legislation. We use energy and resources efficiently and strive to produce as little waste as possible. We are committed to the promotion of environmental awareness among our employees and suppliers. Our employees are expected to act responsibly in the production and distribution of our products and/or services. We comply with all health and safety laws and regulations to protect our employees.

Acceptance of Gifts

a) Gifts to our Employees

Our employees do not solicit or accept personal benefits from customers or suppliers that influence or could influence their own behaviour in relation to their work for the Company. If gifts are offered by third parties, they may only be accepted if they are customary and recognisable as a courtesy or favour (promotional gifts such as calendars or pens). If the value of the gift exceeds the customary amount, management must be informed. If this is not possible, these gifts must always be refused.

b) Gifts from our Employees

Gifts on our part may also only be offered within the scope of the business relationship and in a commercially reasonable amount.

and to a materially appropriate extent. They must not create any obligation on the part of the recipient that could influence his or her business decisions.

Bribery

We do not tolerate any form of corruption or bribery, regardless of whether it damages our assets or those of others. We have controls in place to prevent bribery, theft, embezzlement, fraud, tax evasion or money laundering. Our employees are prohibited from accepting or giving favours of any kind (cash, travel, gifts, etc.) that are linked to an improper advantage (placing of an order, awarding of a project, etc.). It is our expectation that our business partners will openly communicate any conflicts of interest that may be a risk of corruption so that they can be eliminated.

Data protection

We treat all personal information about our customers, business partners and employees with the utmost care. This includes names, addresses, telephone numbers and dates of birth or medical information. Our employees are required to take all reasonable steps to protect our IT systems from internal and external data theft. This applies in particular to the misuse of passwords within the company and the unauthorised downloading of files, especially inappropriate material from the Internet.

Signatures of the contracting partners

For the **SECKLER Management Board**

Pieterlen, June 2023



SECKLER AG
Jacques Hess
CEO



SECKLER AG
Walter Fuchser
COO

We hereby confirm that we are aware of and comply with the Code of Conduct.

For the **SUPPLIER**

Place, date

Company stamp/Signature

Signature