

# Supplier Code of Conduct

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## 1 Preamble

The Supplier Code of Conduct of Semadeni AG defines the fundamental requirements we place on our business partners and suppliers with regard to ethical conduct, social responsibility and environmental sustainability. As suppliers of Semadeni AG, they actively contribute to a more sustainable and resource-efficient future and support us in achieving our sustainability objectives. This Code ensures that suppliers comply with applicable national laws as well as relevant international standards and commit to the continuous improvement of their sustainability performance.

This Code is based on the values and principles of Semadeni AG, the UN Global Compact, the ILO Conventions, the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the UN Conventions on the Rights of the Child and on the Elimination of All Forms of Discrimination against Women, and the OECD Guidelines for Multinational Enterprises. It also reflects current assessment frameworks and voluntary certifications requiring risk analysis, due diligence processes and regular reporting on human rights and environmental matters.

Semadeni AG expects its suppliers to implement the principles of this Code responsibly and to promote them within their own supply chains. Suppliers are expected to establish appropriate processes to identify relevant risks, support compliance with these principles and drive continuous improvement along the value chain.

## **2 Compliance with Laws and Regulations**

Suppliers comply with all applicable national and international laws, regulations and standards, particularly in the areas of labor law, product safety, environmental protection and anti-corruption.

This includes compliance with anti-bribery and competition laws.

## **3 Human Rights and Working Conditions**

Suppliers respect internationally recognized human rights and ensure decent working conditions. Forced labor, child labor and discrimination are not tolerated. Suppliers respect freedom of association in accordance with applicable laws. Working hours comply with legal requirements.

Employees receive at least the statutory minimum wage and overtime compensation as required by law. Transparent payslips are provided. Discrimination and harassment based on gender, origin, disability, sexual orientation, religion or age are prohibited. Suppliers provide a working environment free from harassment. Suppliers ensure safe working conditions through appropriate protective equipment, training and occupational safety systems and respect the rights of local communities and Indigenous peoples.

## **4 Environmental Protection**

Suppliers use natural resources responsibly and continuously improve their environmental performance. Environmental impacts are minimized and applicable environmental laws are complied with.

Semadeni AG encourages suppliers to gradually reduce their environmental footprint, for example by measuring and improving energy and water consumption and by reducing waste. The implementation of appropriate environmental management systems (e.g. ISO 14001) and the use of recyclable materials are desirable. The objective is to jointly promote sustainable practices and communicate progress transparently.

## **5 Business Ethics and Integrity**

Corruption, bribery, extortion, money laundering and embezzlement are strictly prohibited. Suppliers act with integrity, fairness and transparency. Conflicts of interest are avoided and confidential information is protected.

Suppliers comply with applicable competition and antitrust laws and respect intellectual property rights and confidential information of third parties. Gifts or other benefits are granted only within the framework of applicable laws and company policies.

## **6 Quality and Product Safety**

Suppliers undertake to inform Semadeni AG immediately of any quality or safety issues and to cooperate in recall actions. Suppliers ensure that their products and services comply with legal requirements and agreed specifications.

For products intended for sensitive contact applications (e.g. food, medical devices), suppliers ensure compliance with relevant chemical and hygiene regulations. Semadeni AG expects its suppliers to implement appropriate quality management systems and to ensure product traceability as well as compliance with relevant chemical and safety classifications (e.g. REACH, safety data sheets). Suppliers inform Semadeni AG without undue delay of any quality or safety issues and cooperate in corrective actions or recall measures.

## **7 Data Protection**

Suppliers handle all personal data and confidential information received within the scope of the business relationship securely and responsibly in accordance with applicable data protection regulations.

Suppliers implement appropriate technical and organizational measures (e.g. encryption, access controls, training) to protect such data. Data breaches are reported without undue delay. Suppliers support Semadeni AG in fulfilling statutory notification obligations.

## **8 Sustainability in the Supply Chain**

Suppliers promote the principles described in this Code within their own supply chains and sensitize their subcontractors accordingly.

Suppliers are expected to progressively analyze their supply chains and take appropriate measures to identify and, where possible, reduce environmental and social risks. Subcontractors are informed of these principles and appropriately integrated. Suppliers promote responsible sourcing of raw materials, avoid the use of conflict minerals and strive for transparency regarding the origin of materials. Where appropriate and feasible, suppliers are encouraged to support supplier diversity, local value creation and the inclusion of small, women-owned or minority-owned enterprises and to communicate relevant progress transparently.

## **9 Monitoring and Implementation**

Compliance with this Code of Conduct may be reviewed by Semadeni AG. Suppliers support such reviews through regular self-assessments, provide relevant documentation upon request and allow audits, including on-site audits where appropriate.

If deviations are identified, an improvement plan with reasonable deadlines is agreed upon jointly. In the event of serious or repeated violations, Semadeni AG reserves the right to take appropriate measures, including termination of the business relationship.

## 10 Reporting Violations and Misconduct

Semadeni AG has implemented a whistleblowing system that allows anonymous reporting and ensures independent, confidential and timely handling of reports. The system includes provisions to protect whistleblowers against retaliation.

The reporting channel is available at: <https://online-beratung.proitera.ch/>

Suppliers are expected to establish their own confidential reporting channels and inform their employees accordingly.

## 11 Validity and Confirmation

This Code of Conduct forms part of the business relationship between Semadeni AG and the respective supplier. Semadeni AG attaches importance to ensuring that relevant contractual partners are familiar with the principles of this Code and confirm compliance in writing.

The Code enters into force upon signature and is updated where necessary, particularly in the event of legal or regulatory changes.

### Confirmation

This is to confirm that the Supplier Code of Conduct of Semadeni AG has been received and understood.

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Company Name

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Name, Job Title

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Place, Date, Signature