

## Oerlikon Supplier Code of Conduct

### Preamble

Oerlikon is a leading international high-tech industrial group committed to maintaining the highest ethical standards in its relationships with employees, shareholders, customers, suppliers, competitors, governments, communities and to the environment. Therefore we expect our suppliers to maintain equal standards of professional conduct and integrity in their dealings with Oerlikon, their employees, their sub-contractors, customers, suppliers, competitors, communities, governments, and to the environment.

The Oerlikon Supplier Code of Conduct (the „Code“) sets out the minimal requirements expected by our suppliers („Suppliers“) regarding business ethics and compliance with laws, regulations and internationally recognized standards.

### Compliance with Laws, Regulations and Internationally Recognized Standards

Suppliers shall operate in full compliance with the applicable laws, regulations and internationally recognized standards including environmental laws and regulations.

### Material compliance and conflict minerals

At Oerlikon, we are determined to comply with regulatory and customer requirements regarding the prohibition and restriction of substances, including hazardous substances and conflict minerals. Therefore, suppliers shall ensure that the goods provided to Oerlikon are in compliance with requirements covered under the scope of all relevant regulations. In particular, you will

- implement a policy regarding conflict minerals and exercise due diligence to investigate the source of these minerals; and
- respond in a timely manner to Oerlikon's requests for evidence of your compliance with these requirements.

### Business Integrity

Suppliers shall respect Oerlikon's zero tolerance policy towards bribery and corruption and demonstrate honesty and fairness in all their business activities. The offering or acceptance of kickbacks, bribes, and other illegal payments subverts the very essence of competition and erodes the moral fiber of those involved. Therefore such activities are not condoned and will not be tolerated.

### Human rights, fair labor conditions and child labor

Suppliers shall respect the rights and dignity of all persons they are dealing with. In particular they shall respect the provisions of the UN Universal Declaration of Human Rights and the Conventions of the International Labor Organization and The Modern Slavery Act 2015 in regards to:

- prohibition and elimination of child labor;
- freedom of employment and association;
- promotion of equal opportunity and treatment in employment and occupation;
- payment of living wages and regular employment entitlements;
- Not using any forced labor, including but not limited to involuntary prison labor, victims of slavery and human trafficking and allow all employees the choice to leave their employment freely upon reasonable notice;
- non-excessive working hours.

### Health, safety and environmental management

You shall provide a safe and healthy workplace for all of your employees and conduct your business in an environmentally sustainable way.

### Protection of Tangible and Intangible Assets

Suppliers shall keep Oerlikon's business, financial and technical data as well as business correspondence confidential and not misappropriate Oerlikon's or other companies' tangible or intellectual property.

### Trade Control

Suppliers shall adhere to applicable export control regulations and pledge Oerlikon's unequivocal and emphatic support for a policy of non-proliferation. They must indicate correct and itemized foreign trade data in all trade documents (origin country, customs tariff number, export control classification data).

### Application to Suppliers and Subcontractors

This Code is intended to apply also to the Suppliers' subcontractors providing goods or services. Therefore, Suppliers shall use reasonable efforts to ensure their subcontractors' compliance with this Code.

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Place, date

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Signature

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Company Seal

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Name (Block Capitals), Function