

Supplier:**D-U-N-S Number:**

Code of conduct for suppliers

1. Introduction

Long-term cooperation, mutual commitment, sustainability and social responsibility are important principles for Geberit. Therefore, these principles are of particular importance in the procurement of raw materials, semi-finished and finished products and services. We also expect our suppliers to adhere to these principles.

This code applies to all Geberit suppliers worldwide. The requirements of this code extend to all employees of the supplier, regardless of their role or relationship with the supplier. This code therefore also applies to workers who are employed informally, on short-term contracts, or on a part-time basis.

To the extent that this is reasonable and possible, suppliers will actively encourage their sub-suppliers or subcontractors to comply with the guidelines of this Code. Geberit may explicitly require suppliers to also extend this code to selected sub-suppliers.

The observance of this code is a mandatory component of any type of business relationship between Geberit and its suppliers.

This code is based on internal Geberit and external guidelines and standards:

- the Geberit Corporate Code of Conduct
- the United Nations Universal Declaration of Human Rights
- the United Nations Convention on the Rights of the Child
- the ILO (International Labour Organization) Declaration on Fundamental Principles and Rights at Work
- the principles of the United Nations Global Compact

2. Geberit's commitments

Geberit is committed to:

- complying with the same principles as required from suppliers
- actively cooperating with its suppliers to promote these guidelines
- communicating transparently with its suppliers
- providing this code in the respective national language at the supplier's request.

3. Suppliers' commitments

Geberit requires that its suppliers observe the following guidelines:

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Compliance with laws

The supplier shall fully comply with local, national and international laws that are relevant for the supplier's business.

Protection of human rights

Suppliers shall commit to upholding the human rights of their employees. No employee shall be discriminated against by the supplier or by any of its employees, e.g. owing to nationality, religion, age, ethnic origin, sex or sexual orientation. Child and forced labour is strictly prohibited. Employees have the right to form unions or join associations of their choice, without any restrictions or consequences.

Occupational health and safety

The supplier shall ensure that its employees are offered a safe and healthy working environment including, but not limited to, protection against fire, accidents and hazardous substances. The supplier shall provide adequate sanitary conditions and establish health and safety policies and procedures, including training, which must be followed.

Remuneration and training

The supplier shall always pay a "reasonable wage". This wage must enable the employee to cover his/her basic needs as well as those of his/her family, and also to have some discretionary income. Overtime shall be compensated according to the legal requirements. Wages shall be paid in legal tender and on a regular basis. Deductions from wages shall be transparent and must never be used as a disciplinary measure.

The suppliers commit to providing training for the professional development of their employees.

Environmental protection

Through their own initiative and responsible corporate management, suppliers must strive to minimise the adverse environmental impacts of their activities, products and services, for example by:

- reducing waste
- improving their energy efficiency
- minimizing and safeguarding hazardous substances
- using environmentally sound technologies

High integrity

High integrity must be an integral part of the supplier's corporate philosophy. In this sense, the supplier is obliged to:

- abstain from bribing, or using any other method, to unjustly influence the public, officials, judiciary and/or any representatives of business partners

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- abstain from offering Geberit employees perks such as free products and services (e.g. hotel accommodation) in order to positively influence business with Geberit
- refrain from participating in activities which are detrimental to free competition, including cartels and price agreements
- respect international intellectual property rights

4. Implementation and monitoring

Unless they are already part of the supplier's own code of conduct, the supplier shall communicate the standards and guidelines included in this code to all employees. Upon request by Geberit, the supplier shall maintain appropriate records to demonstrate compliance with the requirements of this code.

Geberit will monitor the suppliers to evaluate their compliance with this code. Monitoring can be carried out through a self-assessment form as well as on-site inspections. An on-site audit will be carried out whenever Geberit thinks this to be necessary. Such an audit will be agreed upon in advance with the supplier. The frequency and contents of these supplier audits will depend on the type of business relationship in question and the risk profile of the production processes or services concerned. Geberit will treat all findings and conclusions of such audits as confidential and will not forward them to third parties.

5. Non-compliance and Integrity Line for suppliers

Any non-compliance from the supplier with the provisions set forth in this code is deemed a serious violation of the contractual agreements. In the event that the supplier fails to correct this non-compliance, Geberit shall be entitled to terminate the cooperation after consultation with the supplier, and with immediate effect in case of emergency.

Geberit provides suppliers and other external stakeholders a dedicated communication channel for reporting serious compliance concerns. The **Geberit Integrity Line** [Geberit Integrity Line](#) is operated by an independent third party. The Integrity Line enables persons to report in most cases in their own language as well as in English. Reports can be made via phone or web system. Both systems are easy to use. After a report is done, a written version of the voice message or the web report will be translated and sent by the third party to Head of Corporate Human Resources of the Geberit Group in Switzerland.

Geberit will not have access to the recorded voice message or the email with its IP-address. All reports will be treated as confidential and all concerns are taken seriously and appropriate actions will be taken.

Geberit will not accept any discrimination of or retaliation against individuals who report compliance concerns in good faith.

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Signatures

We hereby confirm to have read and understood the content of this code:

Name(s) of the supplier _____
(evtl. Company stamp)

Name(s) and function(s)
of the Person(s) signing _____

Date _____

Signature(s) _____