



EDAG CODE OF **ETHICS**

EDAG – Compliance Management System
Based on our values.



Introduction

As an internationally active company, EDAG makes a point of ensuring that human rights and accepted standards are complied with at our numerous locations worldwide, and, with this EDAG Code of Ethics, affirms its support of the UN Global Compact.

The decision that the Swiss Code of Best Practice for Corporate Governance are voluntarily taken into account to the extent reasonable to our group and our commitment to EDAG business values, the EDAG culture and the EDAG Code of Conduct provide further solid foundations for all activities and for EDAG's undertaking to meet the UN Global Compact's ten principles.

At EDAG, particular importance is attached to sustainability. It involves both a long-term business policy and the integration of ecological and social aspects in the management system. We see this as a contribution towards safeguarding the future of our company and towards long-term economical and social development.

For this reason, the EDAG occupational health and safety policy and the EDAG environmental policy have been defined as important keystones of our business. In addition to this, our main company sites are certified in accordance with the environmental standard ISO 14001.

Corruption prevention is an important, central compliance field in our compliance management system, and this enables EDAG to guarantee anti-corruption behaviour in accordance with UN Global Compact principles.

EDAG is committed to the continued support of the ten UN Global Compact principles and to continual improvement in their implementation.

Arbon, Junly 2024

A handwritten signature in black ink, appearing to read 'H. Keller'.

Harald Keller
CEO

A handwritten signature in black ink, appearing to read 'H. Merz'.

Holger Merz
CFO

PRELIMINARY REMARK

UN Global Compact requires companies to support and implement a catalogue of basic values in the areas of human rights, labour standards, environmental protection and anti-corruption within their sphere of influence.



HUMAN RIGHTS

Principle 1 Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2 Companies should make sure that they are not complicit in human rights abuses.

EDAG supports and respects the protection of internationally proclaimed human rights within its sphere of influence, and ensures that the company is not complicit in human rights abuses.



LABOUR STANDARDS

- Principle 3** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- Principle 4** Businesses should advocate the elimination of all forms of forced and compulsory labour.
- Principle 5** Businesses should advocate the abolition of child labour.
- Principle 6** Businesses should advocate the elimination of discrimination in respect of employment and occupation.

EDAG is committed to creating a working environment free of discrimination in respect of both employment and occupation, and with freedom of association, for its employees. The right to collective bargaining is effectively recognised. EDAG categorically rejects all forms of child and forced labour.

ENVIRONMENTAL PROTECTION

Principle 7 Businesses should support a precautionary approach to environmental challenges.

Principle 8 Businesses should undertake initiatives to promote greater environmental responsibility.

Principle 9 Businesses should encourage the development and diffusion of environmentally friendly technologies.

At EDAG, environmental protection is supported by a precautionary approach, and numerous initiatives are undertaken to promote greater environmental responsibility. EDAG is a pioneer in the development of environmentally friendly technologies. EDAG regards environmental protection as one of its main company targets. Our environmental management is aimed at keeping the impact of any and all processes on the natural environment to a minimum. The principles of our environmental policy also influence our choice of suppliers.



ANTI-CORRUPTION

Principle 10 Businesses should work against corruption in all its forms.

The anti-corruption idea is reflected in EDAG's code of conduct. There are clear rules and regulations concerning the giving and receiving of gifts, and control systems that actively monitor compliance with these rules. In addition, we systematically follow up all cases of suspected corruption that are reported.





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