

SUPPLIER CODE OF CONDUCT

Commitment to ethics, social responsibility and sustainability

Décovi SA has a long-standing commitment to sustainability, social well-being and good governance. We are committed to complying with all legal and regulatory requirements that apply to us, as well as the commitments set out below. Décovi therefore expects suppliers not only to adhere to the ethical standards and responsible business practices set out in this Supplier Code of Conduct, but also to play an active role. This will ensure consistency in our sourcing policy and the sustainability of our business.

Social requirements and responsibilities

The supplier must apply equitable working conditions that comply with the laws in force and respect the fundamental principles set out in the Universal Declaration of Human Rights.

Discrimination : The supplier shall not discriminate against workers in terms of employment on the basis of criteria such as race, gender, religion, age, sexual orientation, nationality, caste, handicap or on the grounds of any other factor protected by law.

Child labour : Supplier agrees not to employ workers under the legal working age in the production of goods or services supplied to Décovi.

Forced labour : The supplier also undertakes to pay workers in accordance with the law in force and to provide them with adequate social benefits. In addition, the supplier guarantees that workers are subject to legal working hours and are not forced to work beyond legal limits.

Use of illegal labor : The Supplier undertakes:

- not to resort to illegal work (concealed work, employment of foreigners not authorized to work etc.) ;
- comply with regulations governing subcontracting ;
- comply with social and tax legislation in force in the countries concerned.

Harassment and abuse : The supplier rejects all forms of harassment, whether physical or psychological, and respects the fundamental right to freedom of assembly and association.

Hygiene, health and safety : In accordance with current Swiss law ("Ordonnance 3 relative à la loi sur le travail", OLT3), the supplier must incorporate procedures to protect the health and safety of its employees. It is also obliged to consult its employees on matters relating to health and hygiene at work.

Suppliers must provide their employees with safe and healthy working conditions that comply with applicable local laws and any industry-specific regulations. The employer shall ensure the protection of the health and safety of its employees and shall constantly strive to achieve the best practices of the industry. In addition, the supplier undertakes to apply the health and safety standards currently in force in its companies.

Positive social impact : The supplier fosters an inclusive environment by promoting diversity and guaranteeing equal opportunities within its organisation.

Environmental requirements and responsibilities

We expect our suppliers to share our commitment to a clean and safe environment. The supplier undertakes to comply with environmental standards, to reduce carbon emissions and to implement ecological management practices in its supply chain.

We encourage initiatives that can reduce our impact, in particular through the responsible use of natural resources, the reduction, recycling and reuse of materials, environmentally friendly mobility and the implementation of environmental standards such as ISO 14001.

Working methods and regulations

Legal requirements : The supplier undertakes to comply with all laws, regulations and standards applicable in the countries in which it operates, including labour, environmental and safety laws.

Data protection : The supplier undertakes to comply with the Data Protection Act (DPA).

Governance and business ethics : Décovi SA's partners undertake to adopt responsible procurement processes.

The supplier must respect the intellectual property rights of others and not share or disclose sensitive information obtained from Décovi. The company maintains loyal relationships with all parties involved.

The supplier maintains transparent and accountable corporate governance, with an emphasis on integrity, risk management and compliance.

The supplier implements policies and measures to prevent corruption, money laundering, bribery and dishonest and illegal business practices.

Combating anti-competitive practices : The Supplier undertakes to take all measures to avoid anti-competitive practices. In particular, the Supplier undertakes not to participate in agreements whose purpose or effect would be to prevent or restrict competition, and refrains from any conduct that would infringe competition law (such as participation in a concerted action aimed at preventing the setting of prices through the free play of competition, and/or an abuse of a dominant position). The Supplier shall refrain from sharing any sensitive information (e.g. customer files, marketing plans, sales strategies, etc.) and any non-public, accurate information on its business, product marketing, tenders, with third parties, and in particular with Décovi SA's competitors. The Supplier undertakes to comply with all applicable laws and regulations relating to competition.

Freedom of association and right to collective bargaining : The Supplier undertakes to respect the freedom of association and the protection of the right to organize, as well as the right to organize and bargain collectively of its employees, as defined in the fundamental conventions (n° 87) and (n° 98) of the ILO.

Employment : The supplier undertakes to make its best efforts, within its means, in terms of development, local employment and employment integration.

Reduction of the risks of economic dependence: The supplier undertakes :

- to avoid any economic dependence on Acrotec ;
- to control its subcontractors and partners in order to avoid significant economic dependence.

Cybersecurity : The supplier must implement all possible procedures to combat cybercrime in order to mitigate the risks of attack. All digital information sent to the supplier must be protected against unauthorized access.

Continuous improvement : We expect the supplier to constantly seek to improve its business practices, reduce environmental impacts and promote better working conditions.

Conflict Minerals and OdiTr Compliance : Decovi recognizes its responsibility to ensure that its operations and supply chain do not contribute to armed conflict or human rights abuses. The supplier undertakes not to use conflict minerals from conflict or high-risk areas, as defined by the Organisation for Economic Co-operation and Development (OECD) and the Swiss Conflict Minerals Due Diligence Initiative (OdiTr). The supplier must carry out due diligence to ensure that the minerals used in production are not financing armed conflict or human rights violations. This may include gathering information from its own suppliers to ensure the origin of the minerals, as well as implementing traceability and verification processes to ensure compliance with international standards.

Decovi encourages the supplier to actively participate in OdiTr initiatives in Switzerland and to cooperate with efforts to promote a responsible and ethical supply chain with respect to conflict minerals. Transparency and collaboration are essential to ensure that the minerals used in our products do not contribute to conflict and human rights abuses. Decovi's statement on conflict minerals is available on its website ([link](#)).

Control and audit

Compliance and evaluation : We evaluate our main suppliers annually against four criteria: quality, quantity, lead time and corporate social responsibility (CSR). We reserve the right to verify our supplier's compliance with this Supplier Code of Conduct by means of a questionnaire or audit. Such verification may be conducted as a self-assessment by the supplier or as an audit by representatives of Decovi or an outside entity designated by Decovi, who may visit the supplier's premises after reasonable notice, whenever possible under the circumstances.

Décovi encourages its supplier to put in place the policies, procedures, tools and indicators necessary to ensure compliance with the above principles. In addition, the supplier shall manage, monitor and develop its own supply chain to ensure compliance with Decovi's requirements under this Supplier Code of Conduct.

Selection Criteria: Compliance with this Supplier Code of Conduct is a major criterion in Décovi SA's supplier selection process.

Product quality and conformity: The supplier communicates honestly about the nature of the products it sells, including raw materials, handling and sales. All product-related information (particularly concerning chemicals or hazardous materials) is communicated accurately, in accordance with local and international legislation and/or standards commonly applied in the industry in which they operate.

By signing this letter, you agree to :

Inform us, as soon as possible, of any decision or information relating to the articles, substances and/or mixtures that you supply to us that may have an impact on our own obligations under any national or international regulations, in particular REACH, and to request your own suppliers to commit themselves to you in order to enable you to fulfil the commitments in this letter.

Validation and commitment

We expect our supplier to embed these principles in its business management, so that we can work together sustainably. We also expect our supplier to communicate these principles to its employees and its own suppliers, thereby consolidating these ethical values throughout the supply chain. By maintaining these strict requirements, we can continue to ensure our mutual success. We confirm that we have understood all of the above requirements and undertake to comply with them.

Decovi therefore reserves the right to terminate a contract with a supplier who does not comply with this code of conduct or who refuses to implement corrective measures.

Company	
Name of signatory	
Position of signatroy	
Address	
Telephone	
Email	

Date		Signature	
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To report an ethical or compliance issue, it is the supplier's responsibility to contact rse@decovi.ch directly.