

## Supplier Code of Conduct

### 1. Introduction

Long term cooperation, mutual commitment, sustainability and social responsibility are important subjects for Geberit. Therefore these subjects are paid particular attention in the procurement of its raw materials, semi-finished and finished products and services. All suppliers shall commit to adhere to these principles.

The purpose of this Supplier Code of Conduct is to ensure that Geberit suppliers operate in accordance with internal (Geberit Corporate Code of Conduct) and external standards (internationally recognized standards on human rights, labor, environment and integrity).

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

It is the responsibility of suppliers to ensure that also their sub-suppliers do not violate the standards of this Code.

The observance of this Code will be an enforceable and enforced part of any agreement or contract between Geberit and its suppliers.

This Code is based on:

- The Geberit Corporate Code of Conduct
- United Nations' Universal Declaration of Human Rights
- United Nations' Convention on the Rights of the Child
- ILO (International Labor Organization) fundamental principles and rights at work
- United Nations Global Compact principles.

### 2. Geberit's commitment

Geberit is committed to:

- comply with the same principles as required from suppliers
- to co-operate actively with its suppliers to promote these principles
- to communicate transparently with its suppliers

### 3. Suppliers' commitment

Geberit requires that its suppliers observe following standards:

#### Legal compliance

Local, national and international laws relevant for the supplier's business must be fully complied with.

#### Human Rights protection

Suppliers shall respect the human rights of its employees. No employee may be discriminated by the supplier or by any of its employees, e.g. owing to nationality, religion, age, ethnical origin, sex or sexual orientation. Child and forced labor shall be strictly rejected. Employees shall be allowed to organize themselves in unions or associations, free of 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 from fire, accidents and hazardous substances. Adequate sanitary conditions, health and safety policies and procedures, including training, must be established and followed.

#### Remuneration and Training

The supplier shall always provide its employees a "viable wage", enabling them to satisfy the basic needs of themselves and their dependents and to provide 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 themselves to encourage the professional development of its employees.

#### Environmental protection

The supplier strives to minimize the unfavorable environmental impacts of its activities, products and services through a proactive approach and responsible management of environmental aspects:

- reducing waste
- improving energy efficiency
- minimizing and keeping safely hazardous substances
- applying environmentally sound technologies

#### High integrity

High integrity shall be an integral part of the supplier's culture. In this sense the supplier is committed to:

- observe the international intellectual property rights

## Corporate Purchasing

- abstain from bribing, or using any other method, to unjustly influence public, officials, judiciary and/or any representatives of business partners
- not offer any benefits to Geberit employees, aiming to facilitate the suppliers business with Geberit; in particular, but not limited to pocket money, free goods and services (e.g. hotel accommodations)
- refrain from participating in activities against free competition, including cartels and price-fixing agreements.

### 4. Implementation and monitoring

This Code shall be signed by all Geberit suppliers. After signing, it shall be sent back to the corresponding Geberit Purchasing Organization together with the self-assessment form. Whenever Geberit thinks this to be necessary, an on-site audit will be carried out.

The supplier shall communicate the standards included in this code to all his employees. Upon supplier's request, Geberit shall make this Code available in the local language of the supplier.

Geberit can demand from suppliers to extend this Code also to selected sub-suppliers.

The supplier shall maintain appropriate records to demonstrate compliance with the requirements of this code and will make these available to Geberit upon request at any time.

Geberit will monitor the suppliers to evaluate their compliance with this Code. The monitoring can be through the self-assessment form or through on-site inspections. The frequency and intensity of supplier audits will depend on size and type of the involved operations and processes, performance and risk profile as related to the subjects in this Code.

### 5. Non compliance

Any non-compliance of the supplier with the provisions set forth herein is treated as a violation of substantial contractual obligations. In the event the supplier fails to correct this non-compliance, Geberit shall be entitled to terminate the cooperation with immediate effect.

### 6. Signatures

Hereby I confirm that I have read and understood the content of this code and that our company agrees to act accordingly:

Name (s) \_\_\_\_\_  
(including company stamp)

Function (s) \_\_\_\_\_

Date \_\_\_\_\_

Signature (s) \_\_\_\_\_