

## General statement

As an international company, we see it as our duty to incorporate our ethical principles into our relationships with business partners too – especially sales partners. What we expect from our employees we do expect from our business partners and their employees as well.

### ▶ Geberit pledge

Geberit complies with the national and international laws on creating free and fair trade and strives to be a role model for ethical, environmentally friendly and socially acceptable business activity.

We follow all local, national and international laws, directives, norms and standards that are relevant to our economic activity and frequently even go above and beyond what is legally required as a minimum. This not only concerns our business operations within a certain country or region, but also matters outside the country if these significantly affect the competition for the country or region.

### ▶ Human Rights

We are categorically against any form of child or forced labour and expect the same from our business partners. We therefore do our utmost to minimise this risk and require our business partners to adhere strictly to extensive standards and the provisions governing occupational law.

We are committed to respecting human dignity and human rights and the individuality of every single person in the workplace.

We do not tolerate discrimination or bullying on the grounds of race, gender, religion, creed, nationality, invalidity, age, sexual orientation, physical or mental disability, marital status, political views or other characteristics protected by law.

### ▶ Competition law

Our company is fully and unreservedly committed to fair competition. Geberit employees and representatives are expected to adhere to all applicable provisions prescribed by competition and anti-trust laws.

We ensure that our business practices towards customers and competitors comply with the anti-trust and competition laws regardless of where business is being done.

We follow the anti-trust and competition laws in all business activities and in all business agreements. Price rigging, cartels and other activities that distort competition are categorically forbidden.

### ▶ Bribery, corruption, favours

We strictly adhere to all relevant provisions against corruption and bribery. As a member of Transparency International, we are committed to the high standards of fighting corruption.

Geberit is committed to adhering to the most stringent integrity standards in all relationships with business partners. We neither accept that employees bribe others nor that they are bribed by others nor any other form of corrupt business behavior.

Nobody working for Geberit may offer or grant individuals or companies any unfair advantages, neither directly nor indirectly, to make business deals. Unfair advantages include unauthorized discounts, bribes, pay-offs, underhand payments and all other comparable unfair material advantages.

There are internal donations guidelines in place to help fight corruption and our employees are trained in this area. Our employees are only permitted to receive gifts, services and invitations as part of an appropriate, legal business activity. Third parties must not be used to circumvent the existing regulations.

### ▶ Conflicts of interest, donations

All business must always be carried out in the interest of Geberit. Our employees are required not to do any business that leads to a conflict of interest.

Third parties, regardless of whether it is an individual or a company, are not permitted to benefit unfairly from their business relationship with us. Employees are also forbidden to accept or grant unfair advantages as part of business relationships with third parties. Regardless of the amount, employees are not permitted to accept or give monetary or non-monetary gifts that could raise doubts about the personal integrity or independence of Geberit.

## ▶ **Representation of interests, lobbying**

The representation of interests at Geberit complies with local laws and follows the principles of honesty, completeness, respect, accuracy of information and transparency. Representatives of external agencies or associations must base their activities regarding the political representation of interests on the same principles that also apply to Geberit.

## ▶ **Advertising, marketing and sales**

We run our marketing, advertising and sales strategies in compliance with our ethical standards and all applicable laws and behavioral codes.

We are honest about the quality and efficiency of our products and services. Comparisons with competitors' products are based exclusively on facts.

## ▶ **Contractual obligations and documentation standards**

We work diligently to fulfil our contractual obligations. We ensure that all business deals are appropriately and correctly documented according to the legal regulations and the applicable accounting standards.

We keep accurate and complete business records and ensure that all company reports, records and accounts are created and stored in accordance with the applicable law and the relevant standards used by the company.

We document all business processes correctly and completely.

Our employees must ensure that they do not exceed their internal authorizations and are not involved in activities that lead to forbidden actions.

## ▶ **Donations, sponsorship, political donations and positions**

We, our representatives and agencies do not make any donations to political parties, political organizations or to individuals who occupy political offices.

## ▶ **Confidentiality**

Confidential information in any shape or form must be handled with care. All confidential information, including technical, commercial and legal information, as well as business secrets are important company assets. They warrant the same protection as all physical commodities. Our employees must ensure that information of this nature is not disclosed to unauthorised persons inside or outside the company. They must also ensure that this information remains confidential to third parties, such as customers and suppliers. Confidential information includes but is not limited to technical information about products and processes, customer information and business relationships with customers, unpublished profitability reports and other financial reports, as well as cost, price, marketing and service strategies.

## ▶ **Intellectual property – patents**

The expertise developed by Geberit and our intellectual property are key resources that must be protected by every single employee. Intellectual property and business secrets are subject to the most stringent non-disclosure requirements. Intellectual property includes but is not limited to copyright, patents, utility models, designs, brands and business secrets.

All employees and representatives are required not to disclose information concerning our technical, technological and business expertise to third parties.