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1 Overview

Bucher Leichtbau AG in Fällanden, Switzerland, and its subsidiary Bucher Interiors GmbH in Sinn-Fleisbach, Germany, collectively referred to as the Bucher Leichtbau Group (BLG) are committed to understanding the human rights, health and safety, business integrity and environment associated with our supply chain.

To ensure BLG meets these obligations, a Supplier Code of Conduct (hereafter called "Supplier Code") sets forth the expectations for all Suppliers to comply with.

BLG expects Suppliers to comply with the Supplier Code in order to strengthen mutual trust, and build a stronger business partnership.

2 Human Rights

a) *Non-discrimination*

Do not discriminate due to any reason such as race, gender, age, nationality, ethnicity, religious belief, disability.

b) *Freedom of Association*

The Supplier is expected to recognize and respect the principle of freedom of association and the right to collective bargaining.

Employees shall not be threatened or revenged by the company due to association or collective bargaining. Their right to have open communication should be guaranteed.

c) *Working Hours*

BLG expects the Supplier to comply, as a minimum, with applicable local laws and regulations maximum hours of work.

d) *Wages*

Pay employees wages, overtime wages, allowances above the minimum level stipulated by local laws and regulations.

e) *Prohibition of Forced Labor and Child Labor*

The Supplier shall ensure that all work is voluntary. Employees' right to leave their job freely with reasonable notice must be guaranteed.

The Supplier must not employ workers under minimum age stipulated by ILO (International Labour Organization).

f) *Prohibition of Inhuman Treatment*

Do not engage in any kind of physical or mental harassment (such as sexual harassment, power harassment) or any inhuman act that damage individual dignity.

3 Health and Safety

a) *Working Environment*

The Supplier should make efforts to provide and maintain a safe working environment.

b) *Preparation for Emergency*

The Supplier shall identify and assess potential emergency situations. For each situation, the Supplier shall establish contingency measures that minimize harm to life, environment, and property e.g. reporting system in emergency, evacuation training, fire detection system, fire-fighting equipment, emergency exit, post-disaster rehabilitation etc.

c) *Health Management*

Suppliers are required to apply appropriate management system to guarantee employees' health maintenance and avoid heavy workload.

And measures should be taken to prevent work-related accidents and occupational illness.

4 Business Management

a) *Legal Compliance*

Comply with the applicable laws and regulations of each country and region.

Take measures to ensure and verify legal compliance by means of a code of conduct, a confidential compliance hotline, and related education etc.

b) *Fair Trading*

Do business appropriately under fair, transparent and free competition.

The Supplier shall not engage in any form of price-fixing or collusive tendering regarding prices or other commercial terms and conditions, which can interfere with fair trading. This includes arrangements between competing enterprises e.g. cartels or syndicates.


c) *Anti-corruption*

Comply with applicable laws and regulations concerning political donations or contributions and strive to build transparent and fair relationships with political parties or administrative bodies.

The Supplier shall not engage in corruption, extortion, embezzlement, or bribery to obtain an unfair or improper advantage.

d) *Improper Advantage*

The Supplier must never, either directly or through intermediaries, offer or promise any personal or improper advantage in order to obtain or retain a business or other advantage from a third party, whether public or private, whether the activity is related to BLG or a third party. Nor must the Supplier accept any such advantage in return for any preferential treatment of a third party.

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e) *Disassociation with Antisocial Forces*

Do not trade or have relationship with any antisocial forces which are threats to social order, safety and economic activities.

f) *Quality and Safety of Products*

The Supplier should guarantee the quality and safety of their products.

g) *Intellectual Property Rights*

Suppliers shall respect and protect their own intellectual property rights from being infringed by any third party. Do not engage in any activities such as illegal acquisition or usage of patent, design, logo etc. of a third party, illegal copy of software or files and so on.

h) *Personal Information Security*

Manage and protect personal information of the company, suppliers, customers and any other third party.

5 Environment

a) *Environmental Conservation and Protection*

Establish the company-wide management system to promote environmental conservation activities and comply with applicable laws and regulations related to environmental protection.

b) *Creation of a Sustainable Society*

The Supplier should make efforts to promote substitution, conservation, recycle and reuse of resource and materials, and try their best to reduce waste.

c) *Prevention of Global Warming*

Suppliers should proactively put in place measures to prevent global warming and reduce green-house gas emission.

d) *Protection of Bio-diversity*

The Supplier is expected to take due actions to protect bio-diversity and its sustainability.

6 Communication

The Supplier Code should be accessible and understandable to all employees, and, as the case may be, to Suppliers' subcontractors and their employees, and required to be explained or translated into the local language where necessary.

7 Status Review and Audit

In order to monitor the actual status of Suppliers, documentation from time to time including, but not limited to, audits from BLG or a third party are required. Any Supplier, whether providing products or services, is expected to comply with this Supplier Code.

BLG reserves the right to verify the Supplier's compliance with this Supplier Code of Conduct.

8 Corrective Measures, Indemnification, Termination

In case BLG becomes aware of any actions or conditions not in compliance with this Supplier Code

of Conduct, BLG reserves the right to (i) demand corrective measures, (ii) claim compensation for damages and/or (iii) terminate the agreement with the Supplier.

9 Contact

If there is anything unclear, please contact us by email, making reference to this Supplier Code, at bucher@bucher-group.com

Fällanden, April 2017