

Code of Conduct for the Leister Group and its business partners

At Leister Group, we are proud that we constantly set new standards in product quality and customer satisfaction. Our success goes hand in hand with challenges and responsibilities that we want to meet as a company of integrity.

Our employees and business partners play a significant role in achieving our goals. We thus regard a common understanding of compliance with laws, ethical values and sustainable practices as the essential basis of our mutual relationship. This Code of Conduct addresses and acknowledges our respective responsibilities. The ethical values and business standards set forth herein shall form the foundation of our business conduct with our colleagues, our customers, our suppliers, our partners, the regulatory authorities and further interest groups.

Compliance with the Law



Leister strictly respects the principle of legality in all activities, both through its business dealings and in contractual agreements. This encompasses product safety and quality controls, advertising and promotion, payment of applicable taxes and customs duties, compliance with competition and anti-trust laws, a strict prohibition of corruption and money laundering, application of state-of-the-art technology, procurement of the required official licenses, compliance with export control laws, and respect for the legal rights of third parties. All this is coupled with our philosophy of developing and manufacturing excellent products and delivering stat-of-the-art services.

Consequently, we expect our employees and business partners to act in accordance with the prevailing laws and regulations and to abide by the rules of the present Code of Conduct as part of their collaboration with Leister. We furthermore expect our partners to take steps to ensure that third parties engaged for the purpose of fulfilling contractual obligations towards Leister also comply with this Code of Conduct.



LEISTER GROUP

Leister AG | Galileo-Strasse 10 | 6056 Kaegiswil | Switzerland
phone: +41 41 662 75 75 | fax: +41 41 662 74 16 | leister@leister.com | www.leister-group.com

Human rights and Labor Practice



We as well as our business partners must observe the fundamental rights of the employees based on the applicable national labor laws. We tolerate no form of harassment or mobbing. This includes any form of (verbally or physical) violent behavior or behavior that creates a hostile work environment.

The following rules are aligned with the International Labor Organization's (ILO), Declaration on Fundamental Principles and Rights at Work. These are minimum standards which are not meant to substitute or derogate stricter national laws and regulations.

Human rights

We honor and respect internationally recognized human rights and actively protect such rights.

Child labor

Only persons who have reached the minimum legal age for work according to the legislation applicable in the country of employment shall be employed. Children's rights must be fully respected.

Forced labor

We reject all forms of forced labor and respect the principle of freely chosen employment.

Equal opportunities

We do not tolerate discrimination of any kind, may it be based on skin color, ethnic origin, gender, age, nationality, social background, disability, sexual orientation, religious belief, or human ideology.

Fair working conditions

We and our business partners pay wages and social benefits equal to or higher than the rates prescribed by national or regional authorities, legal standards, or other labor agreements. The applicable regulations governing working hours and vacation entitlements are observed.

Occupational health and safety

At the minimum, we and our business partners comply with national standards of workplace safety and hygiene and take appropriate measures to ensure that the relevant occupational health and safety requirements are met, in order to ensure healthy working conditions.

Operational Practice



Anti-Corruption and Bribery

We tolerate no form of and do not engage directly or indirectly in any form of corruption or bribery and do not grant, offer or promise anything of value to a government official or to a counterparty in the private sector to influence official action or obtain an improper advantage. This includes to renounce from giving or accepting improper facilitation payments.

Anti-Money Laundering, Terrorism Financing

We do not tolerate any means or transactions to engage in or facilitate money laundering or terrorism financing.

Respect Data Privacy

All personal data must be processed confidentially and responsibly to protect everyone's right to privacy. Personal data must be effectively secured and used only for legitimate purposes.

Observe and comply with Export Control and Customs Regulations

As a globally operating company, Leister complies with a wide variety of national and international customs, export control and sanctions regulations that govern and restrict the free movement of goods. Legal and related internal measures thereof are anchored in our Internal Control Program. Compliance with these regulations is essential to protect the Leister and our global operations.

In the same way Leister expects from its partners that the applicable foreign trade regulations are carefully complied with when goods are traded or transported, services are provided, or other technical know-how or software is transferred, to regulations subject to export restrictions of Switzerland, the USA, including but not limited to the US Export Administration Regulations (EAR for dual-use and civilian products), the US Sanctions Regulations and the European Union and/or the United Nations.

Fair Competition, Antitrust Laws and Intellectual Property Rights

We and our business partners act in accordance with national and international competition laws and do not participate in price fixing, market or customer allocation, market sharing or bid rigging with competitors. We respect the intellectual property rights of others and expect the same of our business partners.

Environmental Protection

Leister complies with and expects its partners to act in accordance with the applicable statutory and international standards regarding environmental protection in order to minimize adverse environmental impacts and make continual improvements in environmental protection.

Responsible Minerals Sourcing

All business partners shall take reasonable efforts to avoid in their products the use of raw materials which originate from Conflict-Affected and High-Risk Areas and contribute to human rights abuses, corruption, the financing of armed groups or similar negative effects.



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Implementation of this Code of Conduct

Our behavior forms the reputation of our company. Hence, we have the responsibility to “speak up”. We ask the Leister staff and our business partners to promptly report any identified potential violation of this Code of Conduct or of the applicable regulations to their superior or assigned contact. All reports of potential non-compliance made in good faith will be reviewed and investigated. Violations may be reported by telephone or e-mail to the dedicated Leister compliance function. We expect that our business partners have adequate procedures in place to process violations within their organizations.

We prohibit any form of retaliation against anyone who, in good faith, reports an identified violation of this Code of Conduct, our company’s policies and procedures or applicable regulations. Retaliation includes any conduct that aims at the punishment in response for the reporting of an identified misconduct.

Leister, February 2021

