



Supplier Code of Conduct

C.HAFNER & HILDERBRAND SA is a Swiss company based in Geneva that is the world leader in brazing pastes and precious metal powders. Our brazing pastes and powders are used worldwide for any type of application related to brazing or technologies related to the use of powders such as Selective Laser Melting (SLM), Metal Injection Molding (MIM), powder jetting and sintering. We have always been committed to conducting our business responsibly as mentioned in our commercial and quality policy.

The C.HAFNER & HILDERBRAND SA Supplier Code of Conduct, which supports this commitment, consists of 35 principles including general requirements, responsible supply chains, employment practices and human rights, environment, product development **responsible**, code enforcement and compliance.

We require our suppliers to comply with this Code of Conduct and ensure that their own activities comply with all applicable principles. In addition, we expect them to communicate these principles to their own contractors and subcontractors and to encourage them to incorporate these principles into their own policies and practices.

We expect our suppliers to have appropriate management systems and business processes in place to ensure that the requirements of this Code of Conduct are consistently met and that compliance with the Code can be verified. Suppliers agree that we may conduct monitoring visits or commission third parties to conduct audits to verify compliance and drive continuous improvement.

If you have any questions about the application of the principles and practices set out in this Code, the suppliers are invited to consult their relationship manager or contact C.HAFNER & HILDERBRAND SA.

Code Overview

This section provides an overview of the 35 principles of the Code of Conduct. A summary version is provided on the next page, followed by the full text of the Code. We expect our suppliers to read and fully understand the details of these principles which are described in the following sections.

General Requirements

1. Legislation and regulations
2. Professional integrity
3. Anticorruption
4. Money laundering
5. Antitrust
6. Product Information
7. Country of origin of components
8. Security
9. Complaint and reporting procedures

Responsible supply chains

10. Endangered species
11. Gold and/or platinum
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Employment practices and human rights

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Responsible product development

32. Responsible product development

Enforcement and Compliance

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35. Non-conformity

Summary of the Supplier Code of Conduct: 35 principles in action

I. GENERAL REQUIREMENTS

1. Comply with applicable laws and regulations.
2. Observe high ethical standards.
3. Not engage in any form of corruption, including extortion and fraud.
4. Do not engage in money laundering or terrorist financing.
5. Comply with antitrust regulations.
6. Disclose product characteristics and health and safety information.
7. Be able to provide information on the country of origin and sources of supply of components and raw materials.
8. Preserve the physical integrity and safety of employees and products and values.
9. Establish appropriate complaint and reporting procedures.

II. RESPONSIBLE SUPPLY CHAINS

10. Comply with applicable conventions and regulations, including the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES).
11. Take steps to ensure that gold and/or platinum supplied to C.HAFNER & HILDERBRAND SA – regardless of the source – meet international standards for responsible business practices, and do not originate from conflict zones.
12. Ensure that compounds, formulas, and packaging materials are safe and comply with applicable laws worldwide.
13. Support the development of communities involved in the supply chain, where possible.

III. EMPLOYMENT PRACTICES AND HUMAN RIGHTS

14. Observe the United Nations Universal Declaration of Human Rights, and the eight fundamental conventions of the International Labour Organization.
15. Respect fundamental human rights, in line with the United Nations Guiding Principles on Business and Human Rights.
16. Recognize and respect the rights of local communities, and the value of their traditions and cultural and social heritage
17. Prohibit discrimination.
18. Prohibit all use of corporal punishment, degrading treatment, harassment, physical violence, coercion or intimidation in any form.

19. Observe labour laws and regulations regarding slavery and human trafficking.
20. Prohibit the use of child labour.
21. Ensure that employees are compensated, in accordance with industry standards, applicable laws relating to the legal minimum wage and/or collective agreements.
22. Ensure that normal working hours are in accordance with International Labour Organization conventions.
23. Respect employees' freedom of association.
24. Commit to high standards of hygiene and safety.

IV. ENVIRONMENT

25. Manage business in an environmentally responsible manner, ensure compliance with applicable legal provisions, environmental standards and industry-specific environmental regulations.
26. Ensure that the emissions produced by the activities comply with legal requirements.
27. Adopt good water management practices.
28. Comply with the legal provisions on the use of hazardous substances.
29. Ensure that waste is handled, stored and transported in accordance with safety standards.
30. Analyze energy consumption and take measures to reduce greenhouse gas emissions.
31. Protect biodiversity and vulnerable habitats.

V. RESPONSIBLE PRODUCT DEVELOPMENT

32. Consider environmental and social aspects in the entire lifecycle of processes, technologies, products and packaging.

VI. ENFORCEMENT AND COMPLIANCE

33. Communicate the principles of the Supplier Code of Conduct to relevant employees, contractors, and third parties
34. Collaborate in the evaluation of compliance with the Supplier Code of Conduct and facilitate it
35. Report any problems or concerns directly to the quality manager of C.HAFNER & HILDERBRAND SA at the following address: quality@hilderbrand.ch.

Each principle is detailed below, on pages 3 at 7 of the Code. Suppliers must agree to the terms of the Code on page 8.

I. GENERAL REQUIREMENTS

Principle 1. Legislation and regulations

Suppliers must comply with all applicable regulations and laws relating to their operations in the countries in which they operate. In the event of any discrepancy or conflict between local law and this document, the stricter rule shall prevail.

Where any production, delivery, or other action is subject to specific governmental, legal, or regulatory approvals, suppliers must ensure that such approvals have been granted before such actions are taken.

Principle 2. Professional integrity

Suppliers must demonstrate the highest ethical standards and ensure integrity, transparency and compliance with the applicable laws and principles of this Code of Conduct.

We encourage suppliers to establish a policy outlining their corporate responsibility.

Suppliers should behave in a way that fosters trust, ensuring that their ethics (including the protection of trade secrets and intellectual property) contribute to the establishment of credible, stable and sustainable business relationships.

Principle 3. Anticorruption

Suppliers must not engage in any form of bribery, including but not limited to extortion and fraud.

Suppliers must:

- prohibit bribery in all commercial transactions, such as that which may undermine the principles of fair competition or are intended to obtain or retain a contract, or to influence the decision-making of a company or an administration;
- prevent any penalization of employees who report a problem or refuse to engage in corruption;
- prohibit the acceptance of payments, in-kind donations, expenses, discounts, benefits or promises that may affect business decision-making;
- establish appropriate corruption risk management systems;
- refrain from offering any inducement, reward, bribe, gift, or other payment to their contacts within C.HAFNER & HILDERBRAND SA that may compromise the objectivity and fairness of business decisions.

Principle 4. Money laundering

C.HAFNER & HILDERBRAND SA cannot tolerate money laundering and terrorist financing.

Suppliers must comply with applicable national and/or international accounting and banking standards and processes, as well as laws relating to money laundering, terrorist financing, fraud and other illegal activities.

Principle 5. Antitrust

Suppliers must ensure compliance with antitrust regulations. Suppliers must not take advantage of their membership in professional organizations to obtain or exchange commercially

sensitive information, in violation of competition laws and regulations.

Principle 6. Product Information

Suppliers must disclose the characteristics of the products they supply to C.HAFNER & HILDERBRAND SA as well as health and safety information, in accordance with the applicable legislation on commercial standards, and where applicable, specific national or international regulations and generally recognized industry standards.

Principle 7. Country of origin of components

C.HAFNER & HILDERBRAND SA may ask suppliers for information on the country of origin of the products delivered and on the sources of supply of the components and raw materials used in their manufacture.

Therefore, suppliers must maintain reliable information on the origin and composition of the products supplied, including any changes.

Principle 8. Security

Suppliers must ensure the safety and security of employees in their operations.

Suppliers must maintain the physical integrity and safety of products and valuables in their operations and during transportation to or from their operating sites, in order to prevent fraud, crime and other anti-social behaviour.

Principle 9. Complaint and reporting procedures

Suppliers must put in place appropriate measures for filing complaints and reporting malfunctions, allowing employees to report actual or suspected misconduct without fear of retaliation.

Suppliers must:

- clearly communicate the measures put in place to their employees;
- allow employees to act individually or collectively to file a complaint without being penalized or suffering reprisals;
- register, investigate and process complaints received.

II. RESPONSIBLE SUPPLY CHAINS

Principle 10. Endangered species

Suppliers must strictly comply with specific local and international regulations governing the sourcing, import, use and export of raw materials from endangered or protected species, including the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES).

Principle 11. Gold and/or platinum

Suppliers must demonstrate that they are taking steps to ensure that gold and/or platinum supplied to C.HAFNER & HILDERBRAND SA – regardless of their origin – meet international standards for responsible business practices, and do not originate from conflict zones.

C.HAFNER & HILDERBRAND SA recognises certifications according to the Responsible Jewellery Council's Code of

Practice and Chain of Custody Standard as international best practices; other standards may be recognised if their equivalence can be clearly demonstrated.

Suppliers must, as far as possible, demonstrate that the gold and/or platinum supplied have been extracted responsibly, respecting human and labour rights, are not from conflict zones and do not cause environmental damage, either directly or through subsequent contamination by mine tailings.

Principle 12. Compounds

Suppliers to the chemical industry must ensure that the compounds, formulas, packaging materials or finished products they supply are safe if used for their intended purpose and are, to the best of their knowledge, in compliance with all applicable laws around the world.

Principle 13. Impact on communities

Wherever possible, suppliers are encouraged to support the development of the communities involved in their supply chain, contributing to their socio-economic well-being.

III. EMPLOYMENT PRACTICES AND HUMAN RIGHTS

Principle 14. General principles

Suppliers must observe the United Nations Universal Declaration of Human Rights, the eight core conventions of the International Labour Organization, as well as the following specific requirements, and behave in a manner that respects the human and labor rights of their employees.

Principle 15. Human rights

Suppliers must respect fundamental rights and human dignity, in line with the UN Guiding Principles on Business and Human Rights, in a manner appropriate to their size and circumstances.

Suppliers operating in conflict zones, or sourcing directly from conflict zones, must conduct human rights due diligence to assess the risk of human rights abuses.

Suppliers who operate in conflict zones, or who identify evidence of sourcing from conflict zones, must notify C.HAFNER & HILDERBRAND SA immediately.

Principle 16. Communities

Suppliers must recognize and respect the rights of local communities, the value of their traditions and cultural and social heritage, and require their own suppliers to do the same.

Principle 17. Discrimination

Suppliers must prohibit discrimination on the basis of race, ethnic origin, caste, national origin, religion, disability, sex, sexual orientation, trade union membership, political affiliation, marital status, physical appearance, age, or any other unlawful reason.

Suppliers must:

- Refrain from engaging in or condoning any form of discrimination in the workplace
- Respect employees' freedom to practice their religion or cultural practices, within reason.
- Provide adequate training, on an ongoing basis, to all employees so that they acquire, maintain and develop their skills

Principle 18. Discipline and harassment

Providers must prohibit the use of punishment in any circumstances, as well as the use of degrading treatment, harassment, physical violence, coercion or intimidation in any form.

Suppliers must:

- Refrain from using or condoning these practices;
- Clearly communicate disciplinary processes and procedures applicable to employees;
- Establish complaint procedures and investigation processes, and communicate them to all employees.

Principle 19. Forced labor

Suppliers must comply with labour laws and related regulations, and make available information on the initiatives they have taken to address the problem of slavery and human trafficking.

Suppliers must:

- prohibit any use of forced labour, such as forced labour, servitude or compulsory labour in prisons, and not restrict the freedom of movement of employees and their families;
- ensure that any work performed on our behalf at their sites is based on recognised working relationships;
- prohibit the retention of originals of employees' personal documents (such as identification), and not require the payment of any form of deposit or commission as a condition of employment;
- Where appropriate, monitor relationships with recruitment offices to prevent the risk of human trafficking if appropriate.

Principe 20. Child labour

Suppliers must prohibit child labour in their operations, in any country.

Suppliers may employ young persons (under 18 years of age and over 15 years of age) only in specific circumstances (e.g. for an apprenticeship, summer employment or traineeship) and in employment that does not pose a risk to the health, safety or morals of children under 18 years of age. in accordance with applicable law. Apprenticeship is mainly in areas where there is a traditional craft and a special contract will have to be signed according to the regulations in force in the country where the apprenticeship is carried out.

Principe 21. Salaries and benefits

Suppliers must ensure that their employees are compensated in accordance with industry standards, by complying with applicable laws relating to the legal minimum wage and/or collective agreements, and by aligning themselves with the highest remuneration provided for in these laws.

Suppliers must:

- compensate their employees fairly by paying them a living wage that covers their basic needs;
- ensure that performance-based wages are at least equal to the legal minimum wage for a normal working week;
- pay overtime at a normal or increased rate, in accordance with the applicable legal provisions;
- do not make illegal deductions from wages for disciplinary reasons.

Principe 22. Working hours

Suppliers must ensure that normal working hours comply with International Labour Organization conventions, as well as national legislation or industry standards.

Suppliers must:

- ensure that normal hours of work do not regularly exceed a maximum of 48 hours per work week;
- ensure that the total of normal hours of work and overtime does not exceed 60 hours per week, unless permitted by applicable law or a collective agreement;
- provide weekly rest and paid annual leave in accordance with applicable national legislation and sectoral regulations, at a minimum, and comply with all legal provisions on leave, including maternity, paternity and leave for personal reasons.

Principe 23. Freedom of association

Suppliers must respect workers' freedom of association.

Suppliers must:

- observe applicable law and existing collective agreements;
- support mechanisms for dialogue such as the establishment of collective employee representation bodies and the establishment of a robust and constructive dialogue between management and staff when laws prohibit these freedoms.

Principe 24. Health and safety

Suppliers must commit to high standards of hygiene and safety in their operations.

Suppliers must:

- provide safe and healthy working conditions for all employees and contractors working at their sites, in accordance with applicable laws and regulations, and take all appropriate measures to prevent accidents, injuries and occupational illnesses in their operations;
- ensure that employees are aware of the risks and hazards to their health and safety that are specific to their activity, as well as the actions to be taken in the event of an accident;
- provide a workplace equipped with sanitary facilities, access to potable water, fire safety devices, clearly marked, unobstructed and unlocked emergency exits, adequate power supply and emergency lighting, all properly constructed and maintained to meet or exceed the requirements of local building regulations;
- have procedures in place for employees to report and discuss health and safety issues with management;
- Monitor and address health and safety issues;
- develop, make available or posted emergency procedures and evacuation plans for all reasonably foreseeable emergencies, test them regularly (including through evacuation drills) and update them periodically;
- provide employees with clear and understandable information on health and safety, including through an appropriate training program that is regularly updated;
- ensure that appropriate measures are taken to minimize the risk of employees coming into contact with hazardous substances, by using personal protective equipment, adequate containers, and posting safety instructions;
- provide appropriate on-site health and medical infrastructure, including clearly marked first-aid cabinets and trained first aiders, and put in place appropriate procedures for transport to a local medical centre in the event of a medical emergency;
- where appropriate, provide employees with safe and healthy accommodation on site, equipped with washrooms, access to potable water, fire safety equipment, clearly marked, unobstructed and unlocked emergency exits, adequate power supply and emergency lighting.

IV. ENVIRONMENT

Principe 25. General principles

Suppliers must conduct business in an environmentally responsible manner by ensuring compliance with applicable legal requirements, environmental standards, and industry-specific environmental regulations. In addition, they must have mechanisms in place to keep the management and staff concerned informed.

Suppliers are encouraged to implement continuous improvement processes to reduce their environmental footprint, and must ensure that all their manufacturing sites, new construction projects and renovations meet these same requirements.

Principe 26. Emissions

Suppliers must ensure that the air emissions produced by their operations are in compliance with the country's legal requirements.

Suppliers must:

- obtain the necessary authorizations and, if applicable, demonstrate compliance with those authorizations;
- establish procedures to monitor major sources of air emissions.

Principe 27. Water and wastewater

Suppliers must adopt good water management practices.

Suppliers must:

- obtain the necessary authorizations and demonstrate compliance with those authorizations as required;
- implement appropriate measures to limit water consumption;
- use appropriate systems to prevent effluent pollution.

Principe 28. Hazardous substances

Suppliers must comply with the legal requirements for the use of hazardous substances.

Suppliers must:

- ban the use of substances subject to national or international bans, such as hazardous substances banned by the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) regulation due to their harmful effects on humans and the environment;
- inform the consumer of any products on the "Candidate List of Substances of Very High Concern for Authorisation" and, where possible, replace the product(s) concerned in accordance with the REACH regulation;
- obtain the necessary authorizations and demonstrate compliance with those authorizations as required;
- ensure that each of their operating sites maintains an inventory of hazardous substances and has up-to-date safety data sheets;
- put in place appropriate measures for the management, storage and transport of hazardous

substances;

- ensure that employees use hazardous substances safely and appropriately;
- seek to limit the use of hazardous substances as much as possible.

Principe 29. Hazardous and non-hazardous waste

Suppliers must ensure that waste from their operations is handled, stored and transported in accordance with safety standards.

Suppliers must:

- ensure compliance with applicable laws and regulations related to hazardous and non-hazardous waste, including obtaining permits if necessary;
- establish procedures for the separation of hazardous and non-hazardous wastes and their safe handling, storage and transport;
- train employees on waste management procedures;
- seek to minimize the amount of hazardous waste generated by their operations, and ensure that this waste is disposed of in a manner that prevents soil, water and air pollution;
- seek to reduce landfill waste as much as possible and encourage recycling.

Principe 30. Energy consumption and greenhouse gas emissions

Suppliers must understand their energy consumption and, where possible, take steps to reduce energy consumption and greenhouse gas emissions from their operations.

Principe 31. Biodiversity

Suppliers must:

- identify key biodiversity areas affected by their activities, and use the mitigation hierarchy to avoid, limit, rehabilitate or compensate for impacts on biodiversity and ecosystems;
- refrain from exploring or extracting ore from UNESCO World Heritage sites, and ensure that their activities do not directly harm adjacent UNESCO World Heritage sites;
- have a process for identifying legally defined protected areas in the vicinity of their operations, and take into account, in any decision to explore, develop, exploit or terminate activities, the presence of these protected areas and the impact of decisions on them;
- ensure that there are no measurable negative impacts on the criteria that define habitat as vital or critical, or on the ecological processes that form the basis of such criteria.

V. RESPONSIBLE PRODUCT DEVELOPMENT

Principe 32. Responsible product development

Suppliers are encouraged to consider environmental and social aspects in the full lifecycle of their processes, technologies, products and packaging, in order to optimise the environmental performance of their products via the product lifecycle, and to maximise the chances of a positive social impact. In particular, and as far as possible, materials used for storage and transport should be recyclable, renewable and reusable.

VI. ENFORCEMENT AND COMPLIANCE

Principe 33. General principles

C.HAFNER & HILDERBRAND SA expects its suppliers to communicate the principles of this Code of Conduct to their employees, contractors and third parties with whom they have a business relationship, in order to ensure that the principles are integrated into their operations.

If the application of this Code is likely to have a detrimental effect on the product or service provided to C.HAFNER & HILDERBRAND SA, suppliers must proactively report to C.HAFNER & HILDERBRAND SA all existing and potential discrepancies between their current operations and the requirements set out in this Code, as well as the corrective action plans envisaged for consideration by C.HAFNER & HILDERBRAND SA.

Page 8 of this document must be returned duly signed to the following address:

C.HAFNER & HILDERBRAND SA
At the attention of Quality department
Route de la Galaise 11b 1228 Plan-les-Ouates
Geneva - Switzerland

Principe 34. Evaluation

C.HAFNER & HILDERBRAND SA shall be entitled to request information from suppliers regarding their compliance with the provisions of this Code of Conduct.

If necessary, C.HAFNER & HILDERBRAND SA may ask a supplier to provide proof of compliance, by means of an independent verification or appropriate certification.

C.HAFNER & HILDERBRAND SA shall have the right to have products and materials tested by independent experts in order to determine whether suppliers are in compliance with the provisions of this Code of Conduct.

Principe 35. Non-conformity

C.HAFNER & HILDERBRAND SA reserves the right to terminate its relationship with any supplier that has violated, or whose suppliers or subcontractors have violated, this Code of Conduct.

Anyone wishing to report a breach or suspected breach of this Code of Conduct may do so directly to the Quality Manager of C.HAFNER & HILDERBRAND AG at the following address: quality@hilderbrand.ch.

COMPANY STAMP:

Company name : _____

Address : _____

Contact name 1 / function: _____

Contact name 2 / function: _____

Has your company appointed a person responsible for the implementation of the Supplier Code of Conduct of C.HAFNER & HILDERBRAND SA ?

If yes, please provide their contact information.

Does your company have a code of conduct or similar rules that your suppliers comply with ?

If yes, please provide a copy.

The clauses of the C.HAFNER & HILDERBRAND SA Supplier Code of Conduct of are accepted :

First names, surnames of authorized signatories: _____

Function : _____

Signature: _____

Place, Date : _____

Company stamp : _____