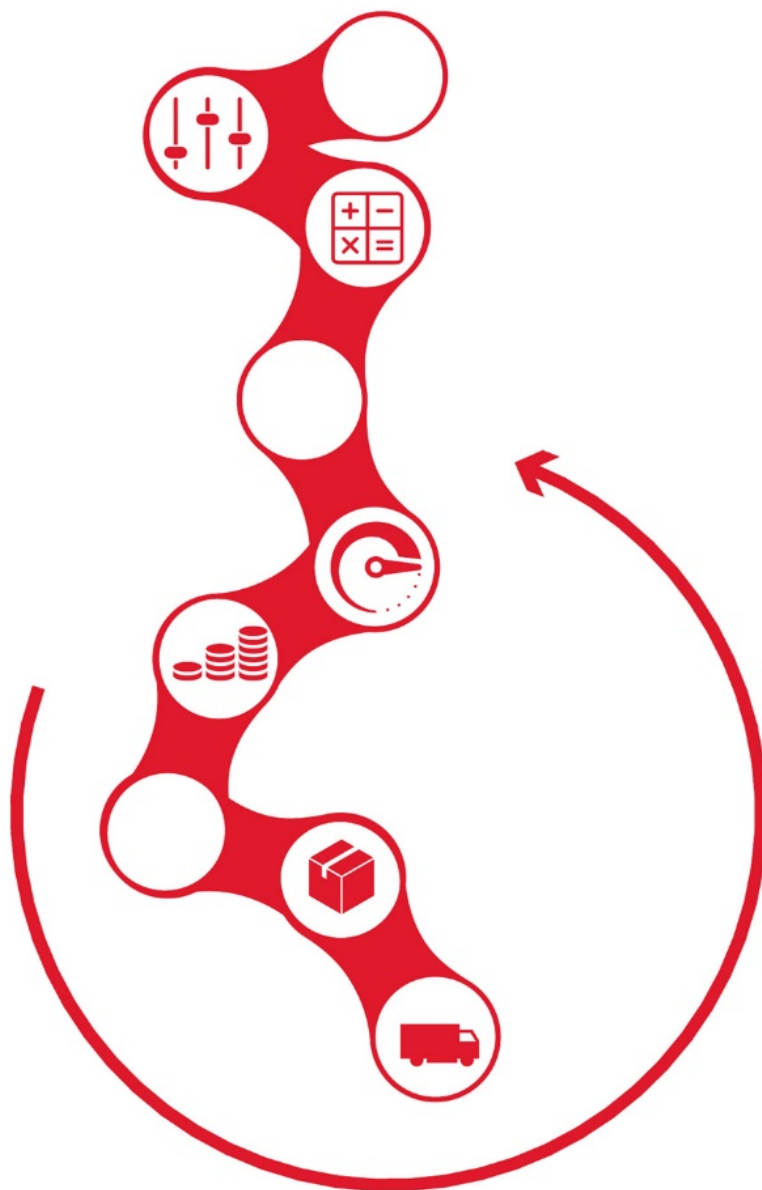


Supplier Code of Conduct



Valid as of / Version 23.02.2022 / 2

Addressee All suppliers of BOBST

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Introduction

BOBST values

At BOBST, four values guide our decisions when interacting with our stakeholders, be they colleagues, business partners, authorities or the community as a whole. These values represent the foundation of who we are and what we stand for. They help us achieve the goals we've set and sustain the relationships we've built. While we cannot impose these values on our stakeholders, we expect them to embrace similar values.

- **Trust**
Reliability, integrity and competency are the building blocks of a relationship. At BOBST, we aspire to interact in a predictable, transparent and honest way.
- **Respect**
Appreciation grows on the basis of good communication. At BOBST, we care about your opinion and share ours with you in a constructive and non-confrontational way. Paying attention to one another, the customs of business partnerships and the letter of the law is crucial to us.
- **Passion**
Enthusiasm generates joy. Joy generates good results. At BOBST, we are passionate about what we do and take pride in doing it well.
- **Performance**
There can't be growth without continuous improvement. There won't be competitiveness without the ambition to excel. At BOBST, we deliver what we promise and are willing to go the extra mile. To make our customers happy is our ultimate imperative.

Principles

The values BOBST embraces find concrete expression in the following principles. These principles guide us in the selection of our business partners and represent the basis for the assessment of a Supplier's performance and our decision whether or not to maintain a relationship.

Compliance with Laws

All applicable laws must be followed. A Supplier's illegal behavior will not be tolerated and may lead to negative consequences including contract termination and/or legal proceedings.

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Anticorruption & Compliance

Bribery

Supplier shall not offer, promise, request or accept anything of value or any undue benefit in order to obtain or retain business. Corruption and bribery are illegal and thus prohibited. BOBST reserves the right to immediately terminate the contract, without penalty, in case of violation of this principle by Supplier or any of its intermediaries or agents.

Conflict of Interest

Supplier must disclose in writing any potential conflict of interest regarding Bobst Group S.A. or any of its employees.

Unfair Competition

Antitrust laws must be respected by Suppliers in all territories where they do business. The collective fixing among competitors of price, territory or customer restrictions is illegal and thus prohibited.

Quality

Suppliers shall put in place quality assurance processes to identify and correct any product defects in order to insure that the quality meets or exceeds the contract requirements.

Counterfeit Parts

Suppliers shall develop, implement, and maintain effective methods and processes appropriate to their products to minimise the risk of introducing counterfeit parts and materials into deliverable products. Suppliers shall provide notification to recipients of counterfeit product(s) when warranted, and exclude them from the delivered product.

Employment & Human Rights

Suppliers shall not tolerate or use any child labor in any stage of their activities. They shall implement the applicable national minimal wage legislation and recognize fully the employees' freedom of association and their right to collective bargaining. They shall not engage in nor tolerate any form of discrimination or forced labor. Respect of workers' human rights is of the essence.

Suppliers shall not arrange or facilitate the traffic of persons or use any form of forced, indentured, involuntary or compulsory labour. Suppliers must adhere to all applicable laws and regulations prohibiting human trafficking and slavery.

Suppliers shall not engage in any practice nor tolerate any circumstance that put the life or health of workers at risks. All applicable health and safety standards must be fully implemented.

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Environment & Health and Safety

Suppliers are expected to establish an appropriate EHS management system and operate in a manner that protects employees, natural resources and the environment.

Suppliers shall operate in a manner that actively manages risk, conserves natural resources and protects the environment in the communities within which they operate. Furthermore, Suppliers should protect the health, safety, and the welfare of all persons who may be affected by their activities.

Suppliers shall comply with all applicable environmental, health and workplace safety laws and regulations and any other standards specifically applicable in their field of business, including, but not limited to REACH.

Data Protection & Intellectual Property

Suppliers shall respect the highest possible level of privacy and secrecy protection. They are required to protect adequately all business, financial and technical data obtained from BOBST and not to misappropriate BOBST's tangible or intellectual property. No data obtained from BOBST may be shared with any third party unless BOBST has given its prior written consent.

Global Trade Compliance

Import & Export

Suppliers implement all applicable export control, embargo and customs regulations. They shall provide BOBST with all necessary customs information, including custom tariff and dual-use codes. Suppliers shall not engage in commerce with parties subject to UN, EU or US blacklisting.

Responsible Sourcing of Minerals

Suppliers must comply with applicable laws and regulations regarding conflict minerals and shall have a policy to reasonably assure that the tin, tungsten, tantalum and gold contained in the products they manufacture does not directly or indirectly finance or benefit armed groups that are perpetrators of serious human right abuses. Suppliers should exercise due diligence on the source and chain of custody of these minerals and – at a minimum – require the same from their next tier suppliers.

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Management System

Management System

Suppliers shall adopt and implement a management system to ensure 1) compliance with applicable laws, regulations and customer requirements; 2) compliance with this Supplier Code of Conduct; 3) risk assessment and mitigation, and 4) monitoring.

Supply Chain Monitoring

Suppliers shall take reasonable efforts to document that they implement above principles in their own supply chain.

Enforcement

This Supplier Code of Conduct represents an integral part of the contractual agreement between BOBST and Suppliers.

Right To Audit

Suppliers grant BOBST the right to assess, at BOBST's own expenses and by means of targeted questionnaires or third party audits, compliance with certain or all of the above-mentioned principles.

BOBST at any point has the right to propose corrective actions to Suppliers. If Suppliers are found not to have met set requirements, BOBST may engage in legal proceedings and/or terminate contract(s).

Bobst Group Integrity Line

Concerns about illegal or improper conduct can be reported, confidentially and anonymously (where permitted by law) via our [Integrity Line](#), operated by EQS, and available 24/7.