

CMT Rickenbach SA Supplier Code of Conduct

CMT Rickenbach SA requires that all its business partners adhere to basic ethical values and ensure the compliance of their own operations with the principles and practices outlined below. Wherever feasible, suppliers should seek to ensure that these principles are communicated to sub-contractors and suppliers of suppliers.

Labour relationships and employment practices

General principle

Suppliers should adopt and apply fair and ethical labour practices respecting internationally recognised fundamental human rights standards, including the Universal Declaration of Human Rights, all international covenants and International Labour Organisation conventions.

Healthy and safe working conditions

Suppliers will provide a safe and healthy working environment for their employees in accordance with applicable local laws and any specific regulations within industries in which they operate. Appropriate procedures should be in place to prevent accidents and injury to health arising from, linked to, or occurring during work activities or as a result of the operations of manufacturing facilities. Suppliers shall be encouraged to have a nominated health and safety representative who monitors their facilities' compliance with these requirements.

Wages and Working Hours

Suppliers should comply with local laws relative to minimum wages, standard working hours and employee benefits. Overtime hours will be voluntary and fully compensated at regular or premium rates, according to local legal requirements.

In special circumstances employees may be expected to work longer than standard hours for limited periods of time. Where this occurs, additional working hours and consecutive working days will be in compliance with the local regulations and planned in a way to ensure safe and humane working conditions.

Freedom of Association

Suppliers should not prevent employees from associating freely with any lawful and peaceful workers' or collective bargaining association. In the case where the local labour laws restrict these freedoms, the supplier is encouraged to facilitate parallel means of independent and free association and bargaining for the personnel.

N°	APR.P027	Créé par :	15.04.15 DG / D. Rickenbach	
Révision :	01	Libéré par :	15.04.15 DG / D. Rickenbach	PROD / J.-Y. Dubied

No Discrimination

Suppliers should not subject any person to discrimination in employment; including hiring, wages, benefits, advancement, discipline, termination or retirement, on the basis of: race, colour, caste, origin, nationality, religion, disability, gender, sexual orientation, union membership, political affiliation or age.

No Child Labour

Suppliers will not employ persons younger than 15 years of age or younger than the age for completing compulsory education where this is more than 15 in the relevant country.

Suppliers must comply with all their local legal requirements for young workers, particularly those pertaining to hours of work, wages, health, safety and general working conditions. A young worker is defined as any worker over the age of 15 and under the age of 18.

No Forced Employment

Suppliers will not use any forced labour, whether in the form of prison labour, indentured labour, bonded labour or otherwise. Forced labour should be considered to include any work or service, which is imposed under the threat of penalty for non-performance or for which overall terms of employment are not voluntary.

No Disciplinary treatment

Suppliers should not subject any person to harassment, corporal punishment, and/or threat of violence and will prohibit the use of monetary fines or any forms of mental or physical abuse, coercion, or intimidation.

Responsible environmental management

Suppliers will fully comply with local legislation and industrial regulations.

Industry specific issues**Product information and labelling**

Suppliers will communicate honestly regarding the nature of the products they supply including raw materials, handling and disposal. All product related matters, especially regarding chemicals, GMOs or hazardous materials, will be

N°	APR.P027	Créé par :	15.04.15 DG / D. Rickenbach	
Révision :	01	Libéré par :	15.04.15 DG / D. Rickenbach	PROD / J.-Y. Dubied

accurately disclosed as required by local and international laws and/or commonly used standards in the industry in which they operate.

Country of origin of product components

Suppliers may be asked to provide CMT Rickenbach SA with information as to the country of origin and the name of the sources of components and raw materials included in the products being delivered.

There will be no change to the source of components or raw materials or the location of component production without CMT Rickenbach SA's prior written agreement.

No "dirty gold" procurement

CMT Rickenbach SA adheres to the principles of responsible gold procurement. To the extent feasible under prevailing industry practices, CMT Rickenbach SA will request that its suppliers provide assurance as far as possible that gold being supplied has been mined in a manner which respects human and labour rights and does not inflict environmental damage, either directly or through the subsequent pollution through seepage of chemicals.

Ethical business principles

General principles

Suppliers should act according to a "spirit of trust" regarding ethical business principles.

They thus acknowledge that basic business principles related to trade secrets, respect for intellectual property, sincerity, truthfulness, transparency and maintaining promises contribute to credible, stable and sustainable business relationships with CMT Rickenbach SA.

Gifts and Gratuities

Suppliers should not offer to their contacts within the Group any inducements, kickbacks, bribes or other payments that may compromise the making of objective and fair business decisions.

Special regulations

Suppliers will ensure that any production, delivery or other action subject to obtaining specific governmental, legal or regulatory permissions may only be undertaken when those permissions have been granted.

N°	APR.P027	Créé par :	15.04.15 DG / D. Rickenbach	
Révision :	01	Libéré par :	15.04.15 DG / D. Rickenbach	PROD / J.-Y. Dubied

Application and Compliance

General principle

CMT Rickenbach SA expects its suppliers to communicate the principles of this Code of Conduct to their employees, sub-contractors and any other third parties with whom they do business so as to ensure the principles are integrated into their operations.

Operating principles

Suppliers should report all existing or potential discrepancies between their current operations and the requirements set out in this Code and provide recovery and remedial action plans for evaluation by CMT Rickenbach SA.

CMT Rickenbach SA purchasing staff will be trained to assess whether best practices are being implemented in terms of the procurement of raw materials and semi-finished and finished goods in accordance with this Code and may involve colleagues and third parties to assist in determining whether this code is being complied with.

Evaluation

CMT Rickenbach SA shall be entitled to request information from its Suppliers as to their compliance with the terms of this Code of Conduct.

Where necessary, CMT Rickenbach SA may require a Supplier to provide evidence of its compliance by way of independent certification.

CMT Rickenbach SA shall have the right to have products and materials independently tested to establish whether the Suppliers are in compliance with the terms of this Code of Conduct.

CMT Rickenbach SA shall be entitled to visit suppliers' production facilities and the facilities of their sub-contractors and suppliers to establish whether the terms of this Model Supplier Code of Conduct are being complied with.

Non compliance and penalties

CMT Rickenbach SA reserves the right to terminate business relationships with any supplier who violates this Code of Conduct or whose suppliers or subcontractors violate this Code of Conduct.

N°	APR.P027	Créé par :	15.04.15 DG / D. Rickenbach	
Révision :	01	Libéré par :	15.04.15 DG / D. Rickenbach	PROD / J.-Y. Dubied