

GURIT SUPPLIER CODE OF CONDUCT

A. PREAMBLE

Operating worldwide, across cultures, traditions and jurisdictions, GURIT strives for sustainable long-term business development and commits to full compliance with its Code of Conduct and Sustainability Policy (both accessible at: <https://www.gurit.com/policies/>). GURIT is a signatory of the United Nations Global Compact (UNGC) and has committed itself to analyze and reduce its Greenhouse Gas footprint and to manage business with sustainable practices, respecting global human rights, labor rights, environmental best practices, and ethical business standards.

When carrying out procurement duties, all GURIT employees are expected to share with Suppliers this commitment, and to report any practices in dealings with business partners that are in violation to it. Our Supplier Code of Conduct sets the norms of behavior in all our activities. Not respecting our values shall be considered a serious breach and will cause us to terminate any relevant contractual relationship.

B. GENERAL PROVISIONS

GURIT expects Suppliers:

- To fully comply with all applicable national and international laws as well as international recognized human rights principles, including:
 - UN Guiding Principles on Business and Human Rights and UN Global Compact
 - OECD Due Diligence Guidance for Responsible Business Conduct
 - International Labor Organization Convention on Human Rights.
- To adhere to the GURIT Supplier Code of Conduct, putting in place the necessary procedures to comply with it.

C. HUMAN RIGHTS

GURIT Suppliers are expected to respect human rights and not to be directly or indirectly involved in any human rights violations at any stage of their business activities. To achieve this, the Supplier is expected to conduct its own due diligence. In addition, GURIT has specific minimum requirements on human rights:

Working Hours: The Supplier shall ensure that working hours—including regular working hours, overtime, days of rest and breaks—are in compliance with applicable laws and regulations in the relevant country. In case no limits are established in the legislation, the maximum shall be set to 48 hours per week.

Child Labor: Suppliers shall not employ child labor. Vocational trainees may participate in training from 15 years of age. The minimum age of workers shall be 15 years, or the minimum age set by the national laws in the country of manufacturing, whichever is higher. All workers below the age of 18 will not perform hazardous or night work.

Forced Labor: Any form of forced labor is strictly prohibited. The Supplier shall not use or benefit from any form of forced labor and/or human trafficking, including but not limited to:

- any form of bonded, indentured and/or prison labor;
- restriction on freedom of movement;
- retaining of important original personal identification documentation; and
- any other excessive means to prevent employees from terminating employment at will.

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The latest version of this Supplier Code of Conduct, Gurit Code of Conduct and of our Sustainability Policy is published on our website www.gurit.com/sustainability

Discrimination: Any form of discrimination is strictly prohibited. The Supplier shall not discriminate on the basis of race, color, religion, gender, age, national origin, marital status, sexual orientation, mental or physical disability or social status. Any form of physical, psychological, verbal, sexual or any other kind of harassment is also prohibited.

D. LABOR RIGHTS, EMPLOYEE HEALTH AND SAFETY

GURIT expects Suppliers to create a healthy and safe working environment for its employees.

Freedom of Association and Collective Bargaining: The Supplier shall respect the workers' right to join or form unions and to bargain collectively, or the right not to join one if that is the case.

Wages and Benefits: The Supplier shall provide wages and benefits that comply with applicable laws and regulations and/or applicable collective bargaining agreements in the relevant country, which includes basic wages, benefits and overtime.

Employment Conditions: The Supplier shall comply with all the requirements of local laws and regulations in the relevant country in regards to employment contracts.

Health and Safety: Suppliers will work systematically on providing workers with safe and healthy work conditions. This includes, as a minimum, that safety incidents are recorded, that Suppliers pro-actively work on reducing hazards beyond the legal obligation to protect the health and safety of employees and subcontractors and that the supplier has in place a health and safety plan in accordance with local legislation and in case of a major accident it would have to be reviewed.

Slavery and human trafficking: Supplier shall ensure there is no modern slavery or human trafficking in their supply chains or in any part of their business.

E. ENVIRONMENT

GURIT expects Suppliers to proactively manage and reduce environmental risks and impacts:

Regulations: Complying with all applicable environmental, health and safety regulations.

Information: Mapping environmental impacts and providing clear information about the environmental and safety aspects of their products and manufacturing processes.

Product Development: Developing safe and environmentally sound products, working on minimizing the environmental impacts of the products throughout its full lifecycle.

Resource Use: Reducing the natural resources, materials, energy, greenhouse gas and other emissions, air pollution, water and soil and biodiversity impacts while optimizing waste generation and treatment used to produce products.

F. BUSINESS ETHICS & INTEGRITY

GURIT expects Suppliers to commit to maintain good business ethics in all business it carries out worldwide.

Anti-corruption and bribery: Any form of corruption and/or bribery is strictly prohibited. Suppliers shall not solicit, accept, offer or pay bribes or facilitation payments during the performance of their business dealings.

Confidentiality, Data Protection and Data Security: Suppliers shall ensure that confidential information of their employees, GURIT's employees and business partners is used solely as explicitly permitted and in accordance with applicable laws and regulations. Additionally, Suppliers will protect GURIT data and intellectual property from misuse.

Entertainment, Travel, Gifts and Personal Benefits: Suppliers must only offer entertainment, gifts and personal benefits to GURIT employees if they meet all the following criteria:

- they are compliant with local customs and usual business practices and do not violate laws or regulations of the country or internally at the Supplier;
- they cannot be construed as a bribe, or otherwise given in exchange for a service;
- they would not seem inappropriate if disclosed publicly.

Export Control & Sanctions: Suppliers shall comply with all applicable export and import laws and regulations.

Material Compliance and Conflict Minerals: Suppliers shall ensure that all goods delivered to GURIT do not contain conflict minerals which directly or indirectly finance or benefit armed groups and/or cause human rights abuses. Supplier shall comply with GURIT's Conflict Mineral Policy (accessible at <https://www.gurit.com/policies/>).

Fair Competition: Suppliers shall conduct their business in line with all applicable competition laws and regulations.

G. MANAGEMENT AND COMPLIANCE WITH THE CODE

GURIT expects Suppliers to be able to demonstrate their compliance with the GURIT Supplier Code of Conduct.

Sustainable Supply Chain: Suppliers shall replicate the sustainability principles set forth in this Supplier Code of Conduct further down the supply chain and enable employees and stakeholders to report unlawful practices.

Code of Conduct Assessment: GURIT reserves the right to carry out both off-site assessments and on-site audits to verify the compliance of the Supplier with the GURIT Supplier Code of Conduct. In case of non-compliance, the Supplier must provide a corrective action plan to meet required standards.

Termination of Agreements: GURIT can terminate any agreement with a Supplier in case of significant or repeated non-compliance with this Code of Conduct.

Whistleblowing System: In case of non-compliance with this code, GURIT can be notified at <https://www.gurit.com/report-a-concern/>

Zurich, November 20th, 2023.



CEO

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