



**Brütsch-Rüegger
Metals**

Brütsch/Rüegger Metals AG
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CSR-Code of Conduct

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Preface

The Code of Conduct of Brütsch/Rüegger Metals AG forms the basis for internal conduct and cooperation with partners with regard to ecological, economic and social aspects.

The Code of Conduct supports the efforts of Brütsch/Rüegger Metals AG to act in a sustainable and responsible manner. The guidelines are based on the ten principles of the UN Global Compact, which advocates responsible corporate governance and sustainable development.

The Code of Conduct does not release our employees from their personal responsibility or from complying with applicable laws and regulations.

Our suppliers and partners are also required to comply with the Code of Conduct.



Patrick Epp
Managing Director



Diego Kuhn
Deputy Managing Director

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The 10 fundamental principles

1. Human rights

1.1 Protection of internationally proclaimed human rights

Compliance with the universal human rights proclaimed by the United Nations is of paramount importance. They are the basis for internal and external interpersonal interactions and must be respected and observed at all times.

1.2 Zero tolerance for human rights violations

Brütsch/Rüegger Metals advocates zero tolerance of human rights violations at every stage of the supply chain. Brütsch/Rüegger Metals ensures zero tolerance of human rights violations by continuously improving its supplier assessment and audit procedures.

2. Labor

2.1 Right to Freedom of Association for Employees

The legal basis, defined by Art. 23 of the Federal Constitution, which guarantees freedom of association, applies.

2.2 Elimination of forced labor

In the selection of suppliers and partners, companies which are guilty of violations of the human right to free choice of employment or which deny their employees the right to satisfactory working conditions shall not be considered.

2.3 Elimination of child labor

Child labor is still a fact of life in certain parts of the world. Brütsch/Rüegger Metals always observes the applicable national and international legal regulations and does not enter into any business relationship with companies that violate them.

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2.4 Elimination of discrimination within our company

A sense of responsibility towards our employees has always been deeply rooted in the way our company thinks and acts. Through their commitment, know-how, adaptability and innovative spirit, our employees are primarily responsible for the success of our company.

Therefore, men and women as well as ethnic or religious groups are equal in every respect within the meaning of the Equal Opportunity Act, both at the time of employment and throughout the employment relationship. Discrimination based on gender or membership of an ethnic or religious group will not be tolerated.

Furthermore, mutual respect, appreciation and comradely interaction are basic values that Brütsch/Rüegger Metals promotes and demands.

3. Environment

3.1 Pursuit of approaches to tackle environmental problems

Apparatus and machinery are continuously modernized and always installed and operated in compliance with legal requirements. A holistic waste management concept for the disposal of material residues, liquids and other waste ensures that the impact of our activities on the environment is kept to a minimum.

Employees are encouraged to take environmental sustainability into account at all times and to implement it as far as possible.

3.2 Promotion of initiatives to protect the environment

Initiatives that contribute to the protection of the environment are promoted with the help of the suggestion system and, if feasible, rewarded accordingly. Furthermore, employees and partners are encouraged to identify and address potential for improvement in processes in order to make our contribution to the protection of the environment.

3.3 Use of environmentally friendly technologies

Brütsch/Rüegger Metals endeavors to reduce the consumption of energy and raw materials through the continuous renewal of its equipment and machinery as well as projects to modernize the spatial infrastructure.

4. Anti-Corruption

4.1 Preventing all forms of corruption

Corruption is the abuse of a position of trust in a function or organization in order to obtain a material or immaterial advantage to which there is no legally justified entitlement. The company does not tolerate any form of corruption, such as bribery or the granting or acceptance of legitimate advantages, regardless of whether these are given directly, through intermediaries, to or from private individuals or sovereign officials. In particular, the giving (active bribery, granting of advantages) and acceptance (passive bribery, acceptance of advantages) of benefits with the purpose of obtaining an unlawful advantage are prohibited.

It is our policy to conduct ourselves honestly and ethically in all business dealings. The Company does not permit the giving or receiving of any gift, hospitality or food or beverage that is suspected, anticipated or intended to improperly obtain or retain business or a business advantage, or to retroactively reward a business advantage that has already been granted. Employees are prohibited from obtaining financial benefits from suppliers or other persons who have a business relationship with the company, or from accepting gifts or benefits that go beyond mere attentions.

Every employee is obliged - even in the case of mere suspicion - to immediately report any irregularities such as cases of bribery, attempted bribery (offers of benefits, demands for benefits) or other potentially corrupt processes to the management or the HR department. Violations by employees of this policy, procedures, laws or regulations are a breach of duty to the company. Employees may be held liable for damages, criminal proceedings may be initiated and disciplinary action, up to and including dismissal, may be imposed. The right to take further measures is reserved.