TRISA AG
Kantonsstrasse 31
CH-6234 Triengen/ Switzerland

# TRISA Code of Conduct for Business Partners

## Values Create Value

The TRISA Spirit - our corporate culture and set of values - is our identity. It forms the foundation of our TRISA mission, core values, and leadership principles.

People are always at the center of everything we do: our TRISA employees as co-entrepreneurs, as well as our valued customers, suppliers, partners, and society in general.

Our shared values bring us together. Honesty and reliability, trust, respect and appreciation, a passion for our work, entrepreneurial thinking, innovation and performance, as well as employee participation, define the TRISA Spirit.

## Code of Conduct principles

TRISA acts with integrity and behaves ethically toward all its stakeholders. This aligns with our sustainable corporate philosophy, our mission, and our core values. TRISA therefore strives to work only with business partners whose values and conduct are consistent with those of TRISA. This Code of Conduct outlines the fundamental principles and expectations for collaboration with business partners.

This Code of Conduct applies to all suppliers, subcontractors, service providers, and business partners of TRISA (hereinafter “business partners”).

## Legal compliance

The business partner undertakes to respect human rights and comply with all relevant laws and regulations, in particular national and international regulations regarding antitrust and competition law, product safety, environmental standards, occupational health and safety, and labor law.

The business partner must comply with all national and international anti-money laundering laws and standards and take all necessary measures to prevent any transactions that could facilitate money laundering.

## General human rights

The business partner respects international human rights and adheres to the UN Charter of Human Rights and the core labor standards of the International Labor Organization (ILO). TRISA works exclusively with business partners who also adhere to these principles. These include in particular the following rights:

All forms of child labor are prohibited. National regulations and international standards for the protection of minors must be observed. The minimum age for employment must not be lower than the age at which compulsory schooling ends. Under no circumstances may employees be younger than 15 years of age (or 14 years, if permitted by national law). Furthermore, young people under the age of 18 may not perform night work.

The business partner does not use forced labor. Forced labor includes any work or service that is demanded of a person under threat of punishment and for which the person has not volunteered. The business partner complies with the prohibition against modern slavery and all other slave-like practices. These include serfdom or other forms of exercising power or oppression in the workplace, such as through extreme economic or sexual exploitation or humiliation.

Wages and other benefits must meet at least the legal requirements and industry standards. They must be clearly defined and paid regularly and in full. The goal must be for wages to cover at least the cost of living if the statutory minimum wages are insufficient for this purpose. Deductions for non-cash benefits are permitted only to a limited extent and only in reasonable proportion to the value of the benefit. The business partner pays the statutory social security contributions and fringe benefits.

Employees shall not work longer than permitted by legally authorized working hours and shall take the legally mandated rest breaks. Legally mandated days off shall be observed. Furthermore, employees may not be required to work more than 48 hours per week on a regular basis, or more than 60 hours per week including overtime. Overtime must be compensated separately or offset with time off in accordance with national law. Every employee has the right to have at least one day off after six consecutive working days.

The business partner guarantees the right to freedom of association and collective bargaining. Employees have the right to assemble in accordance with applicable laws, as well as to form or join labor unions and employee representative bodies. Exercising these rights must under no circumstances result in reprisals.

The business partner respects its employees' right to freedom of expression. It creates a work environment in which employees can openly express their views, ideas, concerns, and suggestions for improvement without fear of disadvantage, discrimination, or retaliation. This right must always be exercised respectfully and in accordance with applicable laws and the rights of others.

## Fair and respectful treatment of and among employees

The business partner protects the personal integrity of its employees and creates a work environment in which everyone can freely develop and contribute, regardless of ancestry, ethnicity or national origin, skin color, gender, age, language, sexual orientation, social status, lifestyle, worldview, religious or political beliefs, or physical, mental, or psychological disabilities.

The business partner commits to offering all employees equal opportunities in hiring, development, training and continuing education, as well as promotion. Personnel decisions are made exclusively based on qualifications, performance and suitability.

Discrimination, sexual or other harassment, bullying, and physical, psychological, or verbal violence will not be tolerated.

## Health and safety in the workplace

The business partner ensures a safe work environment, compliance with applicable legal labor and occupational health and safety regulations, and the implementation of adequate protective measures.

The business partner promotes a culture of safety and vigilance to prevent accidents and injuries and to ensure the health and well-being of its employees in the workplace.

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## Environmental protection

The business partner complies with relevant environmental protection laws and regulations.
It's operations meet the requirements of waste management legislation, as well as those governing air pollution control and water protection. The business partner complies with all regulations regarding hazardous substances. This applies particularly to the storage, handling, and disposal of such substances.

TRISA expects the business partner to use resources responsibly and act in an environmentally sustainable manner. They must also continuously monitor and reduce their environmental footprint and greenhouse gas emissions.
Any other environmental impacts must be avoided or, at the very least, reduced to the extent possible using reasonable means. The business partner shall make reasonable efforts to this end within the scope of its business activities.

## Confidential and copyright-protected information

The business partner shall protect TRISA's intellectual property, trade secrets, and other confidential, copyrighted, or otherwise protected information. Such information may not be used or disclosed to third parties without authorization.

## Fair competition

The business partner is committed to fair and open competition, does not engage in anti-competitive behavior, and adheres only to proper and accepted business practices.

## No conflicts of interest

The business partner shall refrain from any action that could compromise its independence, objectivity, or decision-making ability in the performance of its duties, or that could be associated with bribery, bias, or corruption.

Business partners are selected based on objective criteria such as price, quality, services, reliability, sustainability and integrity.

## Honest conduct

The business partner commits to a high standard of integrity and ethics in all its business activities. Any form of corruption, bribery, or fraud will not be tolerated. The business partner promotes transparency, ethical conduct and responsible leadership and oversight within the company.

Bribes or other improper benefits intended to influence business decisions or obtain unlawful advantages may not be offered, promised, granted, or accepted. Improper benefits include direct and indirect payments, gifts, travel, invitations to events, or other perks that exceed a nominal value.

## Reporting procedures

The business partner shall establish an internal reporting system for violations of the standards described in this Code of Conduct. Employees who submit reports shall not be subject to disciplinary action or discrimination as a result.

In addition, the business partner is obliged to immediately inform TRISA of any violations of the requirements described in this Code of Conduct, as well as of any violations of applicable law. The relevant report shall be submitted to the respective TRISA contact person.

## Compliance and monitoring

TRISA expects its business partner to comply with this Code of Conduct and to continuously improve its standards.

The business partner undertakes to make the contents of this Code of Conduct known to its employees and to ensure compliance through appropriate communication and training measures.
The business partner shall ensure that the principles described in this Code are also adhered to by its own suppliers and subcontractors. It undertakes to actively monitor them and to take appropriate measures in the event of violations.

To monitor compliance with this Code of Conduct, TRISA reserves the right to inspect the business partner's production facilities and other business premises through TRISA employees or third parties commissioned by TRISA.

TRISA reserves the right to reassess and terminate its business relationship with the business partner if the business partner is unable or unwilling to act in accordance with the requirements set out in this Code. This applies particularly to cases where the implementation of measures jointly defined in an action plan fails to remedy the situation.

## Final clause

The principles contained in this Code of Conduct may be amended, supplemented, or repealed by TRISA at any time. Amendments, supplements, or repeals take effect upon notification or as of the date specified by TRISA.

The guidelines contained in this Code of Conduct shall enter into force on 11/01/2026 and supersede any prior guidelines.

For the business partner

Company Name: _____ Signature: _____

First and Last Name: _____ Place / Date: _____

Company Name: _____ Signature: _____

First and Last Name: _____ Place / Date: _____

RV-Number (will be filled in by Trisa): _____