

SUPPLIER CODE OF BUSINESS CONDUCT

VISION

We contribute to sustainable
and safe mobility

MISSION

We provide know-how and spare
parts for maintaining vehicles
over their whole lifespan

VALUES

Customer Focus
Respect
Agility
Entrepreneurship



Introduction

As a market leader in European vehicle maintenance, SAG's¹ reputation is built on our values and our commitment to the highest ethical, social, and environmental standards.

We believe strongly in working with suppliers who share these values and this commitment. This Supplier Code of Business Conduct (Supplier Code) outlines our expectations for our suppliers, in matters like human rights, labour conditions, the environment and business ethics.

This Supplier Code applies to all our suppliers, including their employees, agents, subcontractors, and suppliers.

Ethics and Compliance: Our Suppliers ...

- **Compliance with Laws and Regulations:** Comply with all national and international laws and regulations that apply to their operations, including maintaining all necessary permits and licenses.
- **Corruption and Bribery:** Do not engage in any form of bribery or corruption, either directly or indirectly.
- **Fair Competition:** Compete fairly and do not engage in any anti-competitive practices, including price fixing, market sharing, or bid rigging.
- **Conflicts of Interest:** Avoid any actual or perceived conflicts of interest and disclose any potential conflicts of interest to SAG.
- **Money Laundering:** Have policies and procedures in place to prevent money laundering or financing of terrorism.
- **Sanctions and International Trade:** Comply with all applicable sanctions and trade restrictions, and do not conduct any business with sanctioned individuals, organizations, or countries.
- **Grievance Mechanism:** Establish and maintain a grievance mechanism to address any concerns or complaints raised by their employees, customers, or other stakeholders.

Working Conditions & Occupational Safety: Our Suppliers ...

- **Health and Safety:** Provide a safe and healthy work environment that complies with all applicable health and safety regulations and standards, and take measures to prevent accidents, injuries, and illnesses in the workplace.
- **Child Labour:** Do not use child labour in any form, as defined by the United Nation's Convention on the Rights of the Child and the International Labour Organization's Standards on Child Labour.
- **Forced Labour:** Do not use forced or involuntary labour, including bonded labour, indentured labour, or any other forms of coercion or exploitation.
- **Discrimination:** Do not discriminate on the basis of race, colour, religion, gender, age, disability, ethnic or national origin, sexual orientation, or any other legally protected characteristic.
- **Working Hours:** Comply with all applicable laws and regulations concerning working hours, including maximum working hours, rest periods, and overtime.
- **Wages and Benefits:** Pay their employees at least the minimum wage prescribed by law, and provide the legally required benefits, such as social security, insurance, and paid leave.
- **Human Dignity and Treatment:** Treat employees with dignity and respect and ensure that they are not subject to any form of physical or psychological abuse, harassment, or discrimination.
- **Freedom of Association:** Respect rights to freedom of association and collective bargaining.

¹ SAG refers to the Swiss Automotive Group, with headquarters in Cham Switzerland. SAG includes Swiss Automotive Group AG, Derendinger Holding AG, Activa Holding AG, and Autonet Group Holding AG, including all their direct and indirect subsidiaries.



Confidentiality and Data Processing: Our Suppliers ...

- **Confidentiality:** Maintain confidentiality of SAG’s confidential information, and do not disclose or use such information for any purpose other than the performance of their commercial obligations to SAG.
- **IT Security:** Implement appropriate measures to ensure the security of all electronic communications and data transmitted or stored during the course of the business relationship, including protection against unauthorized access, use, or disclosure.
- **Publication of Cooperation:** Do not make any public announcements or publications concerning cooperation with SAG or the supply of goods or services to SAG, without the prior written consent of SAG.

Products: Our Suppliers ...

- **Production Standards, Quality, and Safety:** Maintain effective quality management systems that ensure that all products and services supplied meet or exceed all applicable legal, regulatory and industry standards for quality and safety.
- **Intellectual Property:** Respect the intellectual property rights of SAG and of third parties and obtain SAG’s prior written approval before using any of SAG’s intellectual property.
- **Product Ingredients:** Ensure that materials used in products supplied to SAG comply with applicable legal requirements, industry standards, and regulations, including those related to hazardous materials and restricted substances. Suppliers shall provide accurate and complete information regarding the composition, content, and origin of the products they supply.
- **Labelling and Packaging:** Comply with all applicable laws and regulations regarding labelling and packaging.
- **Conflict Minerals / Responsible Sourcing:** Comply with all applicable laws and regulations regarding responsible sourcing, maintain the ability to identify the sources of their raw materials, and do not use minerals that directly or indirectly finance or benefit armed conflict or human rights violations.

Environment and Sustainability: Our Suppliers ...

- **Environmental Compliance:** Comply with all applicable environmental laws, regulations, and standards, while minimizing the environmental impact of their operations and products.
- **Resource Consumption and Emissions:** Aim to reduce the consumption of natural resources, including water and energy, and minimize greenhouse gas emissions and other air pollutants generated by their operations.
- **Waste and Disposal:** Implement measures to minimize waste generation, and handle and dispose of both general and hazardous waste responsibly and in accordance with applicable laws and regulations.



Compliance with the Supplier Code of Business Conduct

This Supplier Code is based on the principles set by the SAG Code of Conduct. It may be amended by SAG as required by Swiss, EU and internationally agreed legal framework. The validity of this Supplier Code is not limited by time.

The supplier shall take the appropriate measures to ensure compliance with this Supplier Code and its corresponding requirements, including within its own organization and in relationship to its own suppliers. The supplier shall ensure its right to conduct audits among its own suppliers.

SAG reserves the right to monitor compliance with the Supplier Code including conducting audits or inspections of the supplier's facilities and operations. Suppliers shall provide information and access to facilities, personnel, and records as reasonably required to demonstrate compliance with the Supplier Code.

The supplier shall report any actual or potential violations of the Supplier Code to SAG. The supplier shall not take any retaliatory action against any individual who reports violations in good faith.

If SAG determines that the supplier has violated the Supplier Code, the supplier must promptly take the appropriate corrective actions. SAG reserves the right to end its business relationship with any supplier who refuses or is unable to comply with the Supplier Code.

Supplier Declaration

By signing, suppliers acknowledge that they are aware of the expectations of SAG, and they have read, understood, and agree to comply with the Supplier Code as a condition of doing business with SAG.

First Supplier Representative	Second Supplier Representative (if required)
Print Name
Title
Company/Organization
Date
Signature