

Supplier Code of Conduct

Version 2016

1. Preamble

Ethics and sustainability in terms of legal, economic, environmental and social responsibility is an integral part of our business. This also includes long-term, trusting partnerships and the law-abiding behaviour of our suppliers. We source raw materials, goods and services from suppliers worldwide to secure the long-term success of our company and our customers with innovative products and services.

The Supplier Code applies to all suppliers of WVT and their employees. WVT expects its suppliers to implement the principles established in this Code in their company. It is the responsibility of WVT's suppliers to verify compliance with the principles set out below in their own supply chains.

The principles set out in the WVT Supplier Code are based on the following international conventions and standards:

Principles of the Global Compact of the United Nations (UN)

- Guidelines for Multinational Enterprises of the Organization for Economic Cooperation and Development (OECD)
- Conventions of the International Labour Organization (ILO)
- Charter for Sustainable Development of the International Chamber of Commerce (ICC)
- SA8000 (standard for socially responsible corporate governance)
- Dodd-Frank Act on conflict minerals
- Fidi ABC Charter and rules for Data Protection
- WVT Code of Conduct

2. Business ethics

2.1 Compliance with laws

WVT's suppliers undertake to abide by the applicable laws and regulations, to respect human rights and in particular to respect human dignity.

2.2 Prohibition of corruption

WVT does not tolerate any form of corruption from its suppliers, such as bribery or the granting or acceptance of unlawful benefits, regardless of whether they are given directly, through intermediaries, to private persons or public authority officials.

Prohibited in particular are the granting (active bribery, granting of advantages) and the receipt (passive bribery, acceptance of advantages) of donations that are intended to provide an illegal advantage.

2.3 Fair competition

WVT expects its suppliers to comply with international and national laws for the safeguarding of fair competition. These include provisions on unfair competition and antitrust laws. Agreements with competitors on prices, terms of sale, quantity restrictions, sharing of territory or deals for public tenders etc. are strictly prohibited.

2.4 Intellectual property

The suppliers will protect the intellectual property of WVT, such as patents, trademarks, copyrights, designs, trade secrets, specimens, models and know-how, and respect the intellectual property of third parties. The supplier shall in particular ensure that the products delivered to WVT do not infringe the intellectual property of others.

2.5 Product safety

WVT products and services, and related products from our suppliers, shall endanger neither people nor the environment and shall meet the agreed or legally required standards for product safety. Suppliers undertake to clearly communicate information on safe usage.

3. Respect for human rights

3.1 Prohibition of forced labour and child labour

WVT does not tolerate forced labour or child labour, neither in its own operations nor among its suppliers. The minimum age for admission to employment in accordance with applicable national laws must be observed by the supplier. In case no national laws exist the ILO core labor standards apply.

3.2 Prohibition of any discrimination

WVT does not tolerate any kind of discrimination and expects its suppliers to prohibit any kind of discrimination in their organisation on grounds of sex, marital status, race, colour, origin, religion, sexual orientation, disability, political affiliation or other personal characteristics.

3.3 Prohibition of disciplinary penalties

WVT requires that its suppliers do not punish employees physically or mentally in any form. This is especially true when employees report business practices in good faith that violate national, international or internal regulations.

4. Working conditions

4.1 Occupational health and safety

The ultimate goal of WVT is an accident-free workplace. All suppliers must comply with the occupational safety regulations at their facilities. Each supplier must establish policies and procedures for occupational health and safety and disclose them to their employees, so that accidents and occupational diseases can be avoided.

4.2 Living wages

WVT requires its suppliers to be aware of their social responsibility towards employees and to ensure that their employees' remuneration and working hours are fair and reasonable. The supplier shall grant its employees the social benefits to which they are entitled by law or contract.

4.3 Working hours

WVT expects that employees of its suppliers are able to find a balance between work and leisure time and that the respective applicable national legislation on working time is observed. Employees shall be entitled to a regular annual leave.

4.4 Freedom of Association

WVT expects its suppliers to be committed to an open and constructive dialogue with its employees and workers' representatives. Employees have the right to bargain collectively and to organize themselves in labor unions. Should a labor union not be permitted in a country for political reasons, the supplier must allow independent alliances in another form. Suppliers will not discriminate employees who act as workers' representatives.

5. Datenschutz

To run our business it is evident to handle a lot of private data of our customers, employees and partners. These data as being collected, saved and processed. This is done in line with the Swiss data protection law as well as rigid internal guidelines. It is always our aim to protect customers, employees and partner and to minimize the risk of misuse of data. The use of information shall be strictly limited to the purpose identified in the notice to the owner the respective data.

WVT expects from its suppliers to ensure data protection. The following rules shall be followed as a minimum.

5.1 Access control

Access (physically as well as online) to data processing equipment (IT) shall be restricted to authorised personnel only.

5.2 Usage control

The usage of data shall be restricted to authorised personnel only.

5.3 Authorization control

The authorization of access and usage of data shall be controlled and documented. The access of personnel shall be restricted to those data they need to fulfill their orders.

5.4 Input control

Suppliers shall ensure that the entry, change and destruction of personal data can be retraced at any time down to the person, time and purpose of the modification.

5.5 Order control

The consignee ensures that personal data will be used strictly for the assigned mission only.

6. Compliance with environmental standards

6.1 Environmental legislation

WVT expects its suppliers to comply with applicable national environmental laws.

6.2 Prevention and reduction of environmental pollution

WVT expects its suppliers to reduce emissions in the production process, control harmful emissions and process them as far as possible prior to their release into the environment. Whenever possible, waste should be avoided or recycled. WVT's suppliers shall develop procedures governing the transport, storage and the safe and environmentally friendly treatment and disposal of waste.

6.3 Responsible procurement of raw materials and services

WVT's suppliers shall support activities that ensure the responsible procurement of raw materials. The procurement and use of raw materials that have been obtained unlawfully or through unethical or unreasonable measures are to be avoided. Suppliers are required to disclose the origin and sources of the raw materials used by them in order to exclude the use of raw materials affected by embargoes or other import restrictions, such as conflict minerals, and to identify these raw materials in manufactured products in the supply chain.

6.4 Avoidance of hazardous substances

Any substances whose release poses a threat to humans and the environment are to be avoided. WVT's suppliers shall maintain a hazardous materials management, which ensures the safe use, transport, storage, reprocessing, recycling and disposal.

6.5 Management systems

WVT expects its suppliers to maintain management systems to ensure compliance with the principles set out in this Supplier Code. WVT gives preference to suppliers who are actively engaged in a quality management system according to ISO 9001.

7. Implementation

7.1 Monitoring and verification requirement

The supplier shall on request provide all relevant information for an initial assessment accurately and in full as part of a self-assessment. He or she shall also provide other information available that demonstrates compliance with the WVT Supplier Code. WVT has the right to monitor the implementation of this Code and to check implementation via supplier audits. The supplier shall immediately inform WVT about events that are contrary to the principles of the WVT Supplier.

7.2 Non-compliance

Any breach of the principles and requirements set out in the WVT Supplier Code constitutes a fundamental breach of contract by the supplier. WVT reserves the right in the event of non-compliance with the WVT Supplier Code to request remedial measures to be implemented within a reasonable period of time determined by WVT. In the event of a failure to meet the deadline or in case of severe violation of the principles and requirements set out in this Supplier Code WVT has the right, if appropriate, to terminate the cooperation without notice.

Zug, January 2016
The executive board