



Code of conduct for suppliers

Ringele AG, based in Pratteln, Switzerland, specialises in sheet metal solutions tailored to the needs and challenges of its customers. Ringele stands for operational excellence, waste reduction and continual improvement.

We are convinced that responsible, sustainable business practices not only make sense for the environment and society, but also ensure commercial success. To this end, we strive for long-term partnership-based relationships with our suppliers and customers.

We expect our partners to act according to the same ethical principles, and to demonstrate the same values regarding professional excellence, sustainability, the environment and society. The minimum standards for business relations with Ringele are set out in this code of conduct for suppliers.

1 Ethical principles

The supplier shall act in a sustainable and ethical manner, with integrity, competence, care and respect when dealing with customers, suppliers, partners and colleagues, as well as the public.

2 Human rights

The supplier shall not condone any human rights violations, forced labour, human trafficking of any kind, or any related activities. They shall not tolerate illegal employment, illegal labour or the employment of children, nor shall it condone pornographic content.

They shall comply with the Conflict Minerals Regulation, the basic principles of the United Nations Global Compact and the ILO Convention (also see the ETI Base Code).

3 Human dignity and fair working conditions

The supplier shall ensure humane and fair working conditions. They shall offer equal opportunities for all employees. They shall respect the right to freedom of association and collective bargaining, and comply with laws and industry standards regarding working hours and remuneration.

Employees shall not be discriminated against on the basis of origin, nationality, religion, ethnicity, gender, age or sexual orientation. Harassment of any kind is strictly prohibited.

4 Occupational health and safety

The supplier shall ensure that health and safety at the workplace is guaranteed. Applicable health and safety regulations and standards shall be complied with, and implemented. Training and awareness-raising shall be provided for employees on a regular basis (in a language they understand). Occupational accidents and work-related illnesses are to be avoided.

5 Environmental and climate protection

The supplier shall undertake to practise environmental protection in line with the legal norms and regulations. Environmental pollution is to be prevented as much as possible (precautionary principle). The supplier shall develop disposal concepts (recycling management) and take possible consequential impact into consideration.

In particular, the Stockholm Convention (on persistent organic pollutants and waste management), the Basel Convention and EU Regulation (EC) No. 1013/2006, as well as the provisions of the REACH Regulation and the RoHS Directive apply.

We expect our partners to conserve natural resources, to optimise energy consumption, and to expedite efforts to achieve climate protection targets.

6 Compliance with laws and regulations

The supplier shall maintain appropriate processes to monitor and comply with all applicable laws, regulations, directives and industry standards. This also includes trade regulations, customs laws and sanctions. Violations must be dealt with accordingly and suspicious circumstances investigated.

7 Corruption, bribery and money laundering

The supplier shall condemn all forms of corruption and criminal offences. They shall not condone any form of support for criminal offences, e.g. money laundering, or illegal exertion of influence, such as extortion or bribery. No gifts, hospitality or invitations are to be accepted or offered, if these could give the impression that the respective business relationship is being inappropriately influenced.

8 Free market, protection of competition and conflicts of interest

The supplier shall commit to the principles of the free market economy, and shall comply with antitrust law and competition law. They shall behave fairly in competition and not gain any advantages by means of unethical or illegal conduct. Price fixing and bid rigging will not be tolerated. Conflicts of interest must be identified and disclosed immediately.

9 Protection of property and data

The supplier shall protect the property rights and reputation of others, as well as confidential or secret information. This applies to tangible and intangible assets alike, and in particular to personal data pertaining to customers, employees or shareholders.

The supplier shall comply with applicable laws, and guarantee adequate data protection, information security and documentation standards.



10 Integrity of the value-creation chain

The supplier shall also undertake to ensure that the aforementioned requirements are met along the supply chain, with regard to their direct contractual partners. The supplier shall undertake to carry out risk analysis and provide information about their resulting assessments. The supplier shall use suitable means (e.g. auditing and document inspection) to ensure compliance with the aforementioned obligations on the part of their direct suppliers.

11 Duty to cooperate and auditing

The supplier shall undertake to provide information on any significant incidents or suspicious cases. This can be done via the responsible purchaser or anonymously via the grievance mechanisms.

The supplier shall strive to continually improve their sustainability performance. They shall enable Ringele to inspect documents or to conduct audits for verification, or shall carry out self-assessments. They shall also ensure the above for Ringele with regard to their direct suppliers. Ringele is obliged to maintain confidentiality within the framework of the statutory provisions.

12 Grievance mechanisms

Suppliers, partners and third parties can report suspected ESG violations on the part of Ringele or along the value-creation chain via ringe.ch/integrityline. Anonymity and protection of the information provider are paramount for Ringele. Every complaint will be investigated. However, Ringele also protects the rights of the accused, and the principle of presumed innocence shall apply.

On request, Ringele will pass on information on its partners' grievance mechanisms.

13 Compliance and confirmation

We hereby confirm that we will meet the requirements of this code of conduct for suppliers and comply with them at all times. In the event of violations, the supplier shall draw up a report, including an explanation and appropriate corrective measures. Any violation of the principles of the code of conduct may result in Ringele immediately terminating business relations.

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