

Raiffeisen Supplier Code

Raiffeisen Switzerland Cooperative (hereinafter "Raiffeisen") aims to maintain long-term and fair relationships with its suppliers. In doing so, Raiffeisen places a high priority on corporate responsibility and sustainability. Raiffeisen expects a high degree of responsibility and transparency from the companies and individuals that supply goods or services to Raiffeisen (hereinafter "Suppliers") in respect of the impact of their business management on the environment and society.

This Supplier Code describes the standards of business integrity and ethics, social and environmental responsibility as well as the corresponding management systems and compliance that Raiffeisen expects of its Suppliers. The principles apply across the entire supply chain, and Suppliers must ensure that they are followed by their employees as well as all sub-contractors and their employees.

The Supplier Code is based on the following conventions and standards:

- United Nations Universal Declaration of Human Rights
- Eight International Labour Organisation Conventions (ILO Core Conventions)¹
- United Nations Convention on the Rights of the Child
- United Nations Global Compact
- OECD Guidelines for Multinational Enterprises
- l'OCDE applicables aux entreprises multinationales

Corporate integrity and ethics

1. Compliance with applicable law

Suppliers must comply with applicable laws and rules, specifically national and international law applicable in Switzerland as well as supervisory standards and guidelines (including industry standards, agreements on social standards, etc.), particularly in the areas of employment and environmental law as well as the regulations on protecting health and guaranteeing safety. Suppliers must have all requisite licenses, registrations and approvals, and they must meet reporting obligations.

2. Fair competition

Suppliers must not engage in unfair competition practices, such as forming cartels or price fixing, and must also employ fair business methods.

3. Business conduct with integrity

No form of corruption, bribery, money laundering, extortion, embezzlement or kickback payments is allowed.

Social responsibility

4. Fair treatment of employees

Suppliers must treat employees fairly and respect their dignity, privacy and personality.

They must ensure that employees' physical or mental integrity is not harmed in the workplace, such as through sexual harassment, abuse or physical punishment.

5. Fair working hours and wages

Suppliers must guarantee reasonable working hours that comply with statutory requirements, protect the health and safety of employees and provide fair compensation.

6. No discrimination

Suppliers must prevent any type of discrimination, whether on the basis of gender, race, national origin, language, religion, political conviction, membership of a trade union, age, marital status, pregnancy or disability.

¹ Agreement 87 Freedom of association and protection of the right of association (1948); Agreement 98 Right of association and right to collective bargaining (1949); Agreement 29 Forced labour (1930) and protocol to the forced labour agreement (2014); Agreement 105 Abolition of forced labour (1957); Agreement 100 Equal payment (1951); Agreement 111 Discrimination in employment and profession (1958); Agreement 138 Minimum age (1973); Agreement 182 Prohibition and immediate measures for the elimination of the worst forms of child labour (1999).

7. No child labour

Suppliers must not use children to carry out work. They undertake not to employ children or accept child labour from their sub-contractors or their suppliers. A minimum age of 15 normally applies for hiring staff.

8. No forced labour

No form of forced labour is allowed. Suppliers must ensure in particular that there is no forced labour through people trafficking, slavery or any other form of labour carried out against the employee's wishes.

9. No illicit work

Suppliers must refrain from any form of illicit work. Illicit work means working as an employee or self-employed person in a way that wholly or partly breaks the law.

10. Freedom of association and collective bargaining

Suppliers must respect the right of employees to freely set up or become members of trade unions and other organisations, independently set up associations, consult employee representatives and engage in collective bargaining, provided this does not break the law.

Suppliers must refrain from any form of interference in the establishment, work or management of labour organisations in accordance with the applicable law.

Environmental responsibility

11. Reduction in emissions and use of resources

Suppliers undertake to use raw materials, energy, water and other natural resources responsibly, sparingly and sustainably. Suppliers must endeavour to use new, progressive environmental technologies that lead to measurable improvements in environmental impact, including climate change.

12. Dealing with hazardous substances

Chemical and other hazardous substances that are harmful to the environment when released must be labelled accordingly, handled securely, deployed properly and disposed of in an environmentally friendly manner.

13. Reaction to serious environmental pollution

If serious environmental pollution occurs at Suppliers, they must prove how in future they will identify and control it, reduce it to an acceptable level or completely eradicate it using accepted environmental management systems.

Management systems

14. Management system

Suppliers must guarantee compliance with and continuous improvement in the standards enshrined in this Supplier Code by using management systems that are appropriate and effective for the Supplier's sector, the goods and services it offers, and the size of its business.

This includes in particular compliance with legal provisions and industry standards, risk minimisation and risk management processes for the identification and addressing of the standards described in this Supplier Code, training of the management and employees in the standards formulated in the Supplier Code, documentation of compliance with these standards, performance of audits, and disclosure of breaches of the Supplier Code.

15. Rectifying deficiencies

Suppliers must remedy breaches of the Supplier Code and any resultant negative consequences within a reasonable period.

Final provisions

16. Binding nature

Suppliers must observe the standards and regulations of the "Raiffeisen Supplier Code".

17. Investigations, audits and information

To enable Raiffeisen to verify compliance with the Supplier Code by suppliers, Raiffeisen reserves the right to conduct

investigations or to request documents and information on the provisions of the Supplier Code from the Supplier for the purpose of auditing them. In addition, Raiffeisen reserves the right to request a self-assessment by the Supplier regarding compliance with the Supplier Code.

18. Right of termination

Should a grave breach of the Supplier Code exist or should suppliers, including their executive bodies, be condemned by an authority, a court or other organisation on account of behaviour that represents a grave breach of a provision of the Supplier Code, Raiffeisen reserves the right to terminate the contractual relationship with the Supplier without notice.