



## Code of conduct for suppliers

### 1. **Forced Labor**

The use of forced, bonded, prison, indentured or compulsory labor in the production or manufacture of Baerlocher products is prohibited. This includes modern forms of slavery, human trafficking, compulsory overtime or withholding personal papers, work permits, personal identification, or compensation.

### 2. **Child Labor**

The use of child labor is prohibited. No person shall be employed in a factory that produces or manufactures any Baerlocher product at an age younger than sixteen, or younger than the age for



**7. Acceptance of Advantages**

Baerlocher will not tolerate Facilities who do not conduct business in an ethical and proper manner or who use bribes, kickbacks or provide gifts, favors, or services to gain a competitive advantage with Baerlocher.

**8. Corruption and Bribery**

The supplier has and maintains an anti-corruption policy. The policy includes aspects connected to the Suppliers' business relations with Baerlocher and clearly states that bribery and corruption are unacceptable.

**9. Freedom of Association and Collective Bargaining**

Baerlocher recognizes all employees' right to choose [or not] to affiliate with legally sanctioned organizations or associations and to bargain collectively without unlawful interference.

**10. Environmental Impact**

Baerlocher maintains a commitment to sound environmental programs and practices and encourages the reduction and recycling of waste. Facilities must comply with all applicable laws relating to the environment and dispose of toxic materials in a controlled and safe manner. To that end, Baerlocher seeks to conduct business with Facilities who are equally dedicated to pursuing continuous efforts to improve the compatibility of its operations with the environment.

**11. Monitoring and Right to Terminate**

Baerlocher shall have the right to conduct periodic on-site visits of working and living conditions, including unannounced audits of production records and practices and of wage, hour and payroll information maintained by Facilities, to review and ensure compliance with the Principles. Baerlocher retains the right, in its sole discretion, to terminate its relationship with a vendor, supplier or licensee facility in violation of the Principles; however, Baerlocher will endeavor to work with Facilities to promptly address any problems discovered in the course of its review or audit. Baerlocher will require the implementation of an acceptable written corrective action plan for any problems found during an audit. Failure to address items r or licenses ttioerei4a (e)-(c)-e itring an8(o)(p)(2)-(3)-E