

Code of Conduct - Behr Bircher Cellpack BBC Group

Principles

Our Code of Conduct sets out the values which guide our behaviour in our daily work at the BBC Group, both internally and externally. All Group companies worldwide are committed to this Code and will sanction any violations on a consistent basis.

Business ethics and integrity underscore our credibility. All of our employees in the various group companies comply with the rules of the BBC Code of Conduct, the laws and regulations of the countries in which they work and all internal BBC requirements as a matter of course. It is our responsibility to act with integrity and fairness in all aspects of our business activities, to ensure that our conduct complies with high ethical standards and to meet our obligations in a reliable manner. We expect the same of our partners.

1 Customers

Our customers are at the heart of our business. We treat them with respect at all times, and their satisfaction is the primary focus of our activities.

2 Suppliers

We carefully select our suppliers and expect them to comply with the basic rules of our Code of Conduct and require their upstream suppliers to do the same.

3 Integrity

We reject any form of bribery and corruption. We do not accept any inappropriate benefits from our business partners or from members of public authorities or grant such benefits to them.

4 Confidentiality and data privacy

We appreciate and protect all confidential information in our possession and respect the confidential information of our business partners. Personal data are treated with the required care. We do not store personal data relating to employees unless this is necessary to ensure the efficient transaction of our business or to comply with statutory provisions.

5 Competition and antitrust laws

The BBC Group sets great store by a fair and competitive market system. We comply with all applicable provisions under competition and antitrust laws.

6 Equality and fair treatment

Our company is active at the global scale. The cultural diversity of our staff members is one of our key strengths. We respect the rights and the dignity of all employees and attach the greatest importance to a working environment dominated by mutual trust and respect. Discrimination based on ethnic origin, age, gender, nationality or religion has no place in our company.

7 Human rights and employment rights

We respect the internationally recognised human rights and support compliance with these rights. We call for and promote freedom of opinion and freedom of expression among our employees and business partners. We categorically reject any form of forced labour or child labour. The wages we pay and the other benefits we grant our staff meet or exceed the respective national and local legal standards or the level of the national sectors/industries and regions.

8 Health and safety

The BBC Group strives to offer all staff members a safe and healthy state-of-the-art working environment. We aim to reduce incidences of injuries and work-related illnesses to zero. All of our employees are obligated to comply with the safety regulations applicable at their workspace.

9 Product quality and safety

We develop top-quality products that are in line with the respective safety and statutory requirements. Our products are assessed and controlled by strict quality management systems. We are responsible for ensuring that potential safety problems are identified, reported and escalated. Where necessary, we report deficiencies to the responsible authorities and take all measures necessary to guarantee the safety of our products.

10 Environmental protection

We manage our operations in line with internationally recognised environmental guidelines. In this context, we focus on the efficient use of resources and materials, the reduction of environmental impacts and the responsible disposal of waste. At the product and service development stage, we take account of the preservation of resources, recyclability and safe waste disposal.

11 Intellectual property

Innovation is one of our key competitive advantages. We place high value in an open innovation environment in all operational divisions. Intellectual property must be protected in all circumstances. We treat confidential information with care and never transfer such information to unauthorised parties, either within or outside of our company.

Villmergen, November 2019

Behr Bircher Cellpack BBC AG



Prof. Dr. Giorgio Behr
Owner and Chairman of the Board of Directors



Dr. Jan Scheffler
Group CEO