

# CODE OF CONDUCT FOR SUPPLIERS AND BUSINESS PARTNERS

AUGUST 2025

THIS CODE REPLACES ALL PREVIOUS VERSIONS.

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# 1. FOREWORD

As an international company, Geberit provides top-quality products and services in sanitary technology across the globe. In doing so, we take our social, economic and environmental responsibility seriously. Our actions are based on high ethical standards and the following four core company values: integrity, modesty, collaboration and responsibility. These values guide our actions and interactions with one another and with our partners, customers, suppliers and the general public.

We also take on responsibility along the supply chain. We expect our suppliers and business partners to observe the same high ethical standards as our employees.

This Code of Conduct for Suppliers and Business Partners (hereinafter referred to as the “Code”) describes our demands towards suppliers and business partners in terms of compliance with human rights and rights at work, adherence to environmental and working standards, and the maintenance of ethical principles when doing business. This Code is based on national and international directives, particularly the International Bill of Human Rights, the UN Guiding Principles on Business and Human Rights, the ILO core labour standards, the principles of the UN Global Compact (UNGC) and the OECD Guidelines for Multinational Enterprises.

# 2. SOCIAL RESPONSIBILITY

Geberit is committed to complying with internationally recognised human rights standards. We do not tolerate forced labour, child labour or discrimination, nor other human rights abuses. These principles are defined in our [Policy Statement on Human Rights](#).

## 2.1. REJECTION OF CHILD LABOUR

Child labour in all forms is strictly forbidden. The definitions and minimum ages are in accordance with ILO conventions 138 and 182. Suppliers must ensure that no persons below the legal minimum age are employed.

## 2.2. REJECTION OF FORCED AND COMPULSORY LABOUR

Forced labour, bonded labour and modern slavery in all forms are strictly forbidden. Employees must be able to voluntarily leave their workplace at all times. Suppliers are required to check employment relationships for indicators of forced labour (e.g. retention of documents, debt contracts, threats) on a regular basis.

## 2.3. FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Employees have the right to organise themselves freely in trade unions and represent their interests. Suppliers may not prevent employees from exercising these rights, nor may they intimidate or disadvantage them. Union representatives may not be discriminated against or disadvantaged. Open dialogue between employers and employees is expressly welcomed.

## 2.4. REJECTION OF DISCRIMINATION

Discrimination in all forms is inadmissible. This applies in particular when selecting employees, drafting employment relationships, awarding promotions and giving access to further training, and also when terminating the employment relationship or upon retirement. Discrimination – for example, due to ethnic origin, gender, religion, age, physical or mental disability, sexual orientation, political beliefs or similar personal characteristics – is strictly forbidden.

## 2.5. WORKING CONDITIONS, REMUNERATION AND SOCIAL BENEFITS

All legally or collectively agreed benefits must be granted in full. Overtime shall be paid in addition to the regular hourly wage. Pay slips must break down all payments and deductions in a clear and understandable way. Unfounded salary deductions are not permitted.

Overtime may only be carried out on a voluntary basis. Employees shall be informed of this in advance and can refuse without facing any negative consequences. Legally prescribed rest periods and at least one day off within a seven-day period must be ensured. Work times and break times must be documented precisely.

## 2.6. HEALTH AND SAFETY

Suppliers commit to ensuring that all valid and applicable local, national and international laws, guidelines and standards on health and safety are adhered to (ILO 155/187).

Suppliers are required to ensure safe and healthy conditions at the workplace and also – if provided – in living spaces. Among others, this includes protection against fire risks, the safe operation of machines, unrestricted access to clean drinking water and hygienic sanitary facilities, and the provision of suitable protective equipment. Furthermore, measures for preventing accidents, emergency preparedness and a working dialogue between employees and management must be ensured. If accommodation is offered, its use must be voluntary and without any coercion.

## 2.7. TRAINING AND RAISING AWARENESS

Suppliers commit to training their employees regularly and appropriately on the following topics: occupational safety, health protection, environmental protection, human rights and rights at work, and ethical corporate principles. Training should ensure that all employees understand and comply with the applicable legal requirements, the Geberit Code and other relevant standards. Geberit shall offer support to suppliers in addressing these topics, if required.

## 2.8. RESPONSIBLE HANDLING OF CONFLICT MINERALS

Suppliers are required to meet their due diligence obligations in relation to human rights when procuring minerals and metals from conflict-affected and high-risk areas. It is expected that nationally and internationally applicable due diligence and transparency obligations are observed, particularly EU Regulation 2017/821 and Art. 964j ff. of the Swiss Code of Obligations (CO). Suppliers must implement suitable measures and processes to ensure that the materials used – particularly tin, tantalum, tungsten and gold – do not contribute to the financing of armed conflicts and are not connected to serious human rights violations. The traceability of these raw materials in the supply chain must be ensured. Geberit shall be provided with corresponding evidence, if required.

# 3. ENVIRONMENTAL PROTECTION

## 3.1. ENVIRONMENTAL MANAGEMENT AND RESOURCE EFFICIENCY

Suppliers commit to adhering to all applicable local and national environmental laws and regulations, international agreements and industry-specific environmental standards, plus operating permits and licences.

Geberit expects the introduction and continuous development of an environmental management system in line with internationally recognised standards, such as ISO 14001 or similar.

## 3.2. GREENHOUSE GAS EMISSIONS AND CLIMATE CHANGE MITIGATION

Suppliers shall record their direct and indirect greenhouse gas emissions (Scopes 1 to 3) according to the GHG Protocol and develop measures for the gradual reduction of these emissions. It is recommended that suppliers apply or align themselves with the standard of the Science Based Targets initiative (SBTi) for reducing greenhouse gas emissions.

## 3.3. ENERGY CONSUMPTION AND RENEWABLE ENERGIES

Suppliers are required to reduce the energy consumption in their processes, use energy-efficient systems, and increase their share of renewable energies.

## 3.4. WASTE, WATER AND CHEMICAL MANAGEMENT

The careful and legally compliant handling of waste, water and hazardous substances is compulsory. Geberit expects suppliers to adhere to all relevant international agreements, such as the Stockholm Convention on Persistent Organic Pollutants, the Minamata Convention on Mercury, and the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal.

### 3.5. MANAGING HAZARDOUS SUBSTANCES

Suppliers commit to eliminating or minimising the use of hazardous substances. Suppliers shall provide Geberit with all necessary product safety and labelling documents when required, and shall ensure that the goods delivered to Geberit do not contain any substances that are carcinogenic, mutagenic or toxic for reproduction according to the Globally Harmonized System of Classification and Labelling of Chemicals (GHS).

## 4. RESPONSIBLE BUSINESS MANAGEMENT

Geberit is committed to responsible business management that observes ethical principles in all aspects of its business activities. This applies in particular to maintaining fair competition. We follow antitrust and competition laws in all business activities and in all business agreements. Price rigging, cartels and other activities that distort competition are categorically forbidden. Geberit expects suppliers to comply fully with the highest standards of integrity, particularly in terms of the prohibition of corruption, competition law, the protection of intellectual property rights, as well as data protection and information security.

### 4.1. PROHIBITION OF CORRUPTION

As a member of Transparency International, we are committed to the highest standards of integrity and ensure that we and our business partners strictly adhere to these standards. Bribery, granting advantages, extortion and other unfair business practices are strictly forbidden. Gifts, invitations or other contributions to Geberit employees are only permitted at a socially accepted and reasonable level and must not lead to the influencing of business decisions. Suppliers must have suitable internal control mechanisms at their disposal for preventing corruption. International regulations such as the US Foreign Corrupt Practices Act (FCPA) and UK Bribery Act shall apply.

### 4.2. COMPETITION LAW AND INTELLECTUAL PROPERTY

Suppliers commit to complying with competition law and protecting the intellectual property of Geberit and third parties.

### 4.3. DATA PROTECTION AND INFORMATION SECURITY

Confidential data and personal information must be protected according to applicable data protection laws. Information about Geberit may not be disclosed or used without authorisation.

## 5. IMPLEMENTATION AND INSPECTION

### 5.1. MANAGEMENT SYSTEMS

We expect suppliers to maintain a suitable, effective risk management system in order to identify potential risks for people and the environment in good time, and to prevent, resolve or minimise negative consequences. This includes both regular and event-specific risk analyses within their own company and at immediate business partners. Suppliers shall bear the responsibility for damages caused or contributed to in the supply chain.

### 5.2. AUDITS AND EVIDENCE

Geberit reserves the right to check compliance with the requirements of the Code through audits, self-disclosure or on-site visits – including via independent third parties. Suppliers commit to active involvement and continuous improvement.

### 5.3. WHISTLEBLOWING SYSTEM AND COMPLAINTS

Suppliers are required to inform Geberit immediately of identified violations of the principles detailed in this Code. Geberit provides suppliers with an anonymous system for reporting any violations of this Code: Geberit Supplier Integrity Line: <https://geberit.speakup.report/suppliersintegrityline>

Reports are treated in confidence and whistleblowers are protected against reprisals. Suppliers must set up corresponding or similar whistleblowing systems.

### 5.4. SCOPE OF APPLICATION

This Code applies for all suppliers and their upstream supply chains. Geberit expects that this Code is passed on to subcontractors and is also implemented accordingly by them.

### 5.5. CONSEQUENCES IN THE EVENT OF VIOLATIONS

In the event of violations of this Code, Geberit reserves the right to take measures – up to and including the termination of the business relationship.

## 6. CONFIRMATION AND SIGNATURE

This Code supplements existing contractual agreements and is checked regularly for adherence to new legal requirements and social developments.

By signing this Code, you confirm as supplier that you have understood the requirements contained therein and commit to adhering to them.

Supplier (legal name): \_\_\_\_\_

Supplier (address): \_\_\_\_\_

D-U-N-S number: \_\_\_\_\_

Place, date: \_\_\_\_\_

Name / position: \_\_\_\_\_

Signature: \_\_\_\_\_

(Company stamp, if required)