

## Angst+Pfister Code of Conduct

International sourcing is an integral part of Angst+Pfister's over 90 year heritage; it leads to creative solutions and great innovations together with our partners. Our success is built on the strong traditional values of a Swiss privately held company. Angst+Pfister's longstanding reputation and premium brand image is a critical source of competitive advantage.

Therefore the Angst+Pfister Group not only must comply with the relevant local laws and regulations, but also strives to cultivate business relationships with all its partners that are based on the principle of mutual trust and honesty.

As a leading supply and solutions partner for industrial components, we need to set an example in the global marketplace when it comes to ethical conduct. Not only our employees but also each supplier must comply with our clearly defined values and professional standards.

### Angst+Pfister's Values & Professional Standards

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#### **Responsibility**

We take responsibility for our actions and honor our commitments to our stakeholders.

#### **Adherence to Laws and Regulations**

Employees and suppliers are expected to comply with all local laws, regulations and policies.

#### **Sustainability**

We conduct our business with a long-term view to support environmental and social sustainability.

#### **Respect**

We treat our employees and suppliers with respect and fairness.

#### **Trust**

We are committed to behaving in an ethical and professional manner.

#### **Commitment**

We value the efforts of our employees and strive to create a work environment that is designed to attract, develop and retain talent.

#### **Confidentiality**

We treat confidential information as such and do not disclose any non-public information unless required to do so by law.

#### **Service and Excellence**

We are committed to being a proactive, dependable partner to our clients who strives for innovations.

#### **Risk Culture**

Our business is based on an intelligent managed risk-taking approach with clear contingency plans that safeguards both our company and customers.

#### **Transparency**

We seek constructive, transparent and open dialogue with our stakeholders.