

# SCHILLER GROUP CODE OF CONDUCT

SCHILLER is a world-leading manufacturer and supplier of devices for cardiopulmonary diagnostics, defibrillation, and patient monitoring as well as software solutions for the medical industry.

SCHILLER was founded in 1974 by Alfred E. Schiller. Starting out in a four-room flat as a one-man business, the company has become a successful group with over 1200 employees, 30 subsidiaries and a global sales network.

The SCHILLER Group is mindful of the ethical and social responsibilities that accrue from our business activities.

This Code of Conduct defines the fundamental values that guide all SCHILLER employees.

## GENERAL PRINCIPLES

### ✦ Ethical Principles

SCHILLER ensures all business activities and decisions observe generally applicable ethical values, in particular integrity, credibility, and respect for human dignity.

SCHILLER employees act in an upright, respectful, and fair manner, and in good faith.

### ✦ Compliance with Laws

Everywhere SCHILLER operates, we observe all local, national, and international law and legal provisions.

SCHILLER upholds the principles in the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights.

SCHILLER is committed to safeguarding human rights within its sphere of influence.

SCHILLER observes regulatory and normative guidelines, and applicable standards.

SCHILLER observes legal requirements on exports and customs controls.

## SOCIAL AND ENVIRONMENTAL RESPONSIBILITY

### ✦ Forced Labour, Human Trafficking and Child Labour

SCHILLER is committed to the ban on all forms of forced labour, modern slavery, and human trafficking.

The SCHILLER Group will not employ any children under the minimum legal employment age in their respective country or jurisdiction.

### ✦ Diversity and Inclusion

SCHILLER is committed to promoting equal opportunities and does not discriminate against anyone on grounds of sex, race, ethnicity, religion or creed, sexual identity, age, nationality, disability, or social background.

### ✦ Occupational Health and Safety

SCHILLER observes the locally applicable laws and standards concerning adequate pay and maximum working hours.

Occupational health and safety protection in the workplace are safeguarded as per national regulations.

### ❖ **Conflicts of Interest**

The SCHILLER Group employees are required to always act in the interest of the company. Situations in which their own social, financial, political or any other personal interest may conflict with the business interests of SCHILLER shall be actively avoided.

### ❖ **Business Continuity Planning**

SCHILLER takes preventive measures for the event of potential business activity disruption (e.g., natural disaster, terrorism, supply chain disruption, epidemic or pandemic, cyberattacks, etc.) to protect staff and the environment from potential effects.

### ❖ **Environment**

SCHILLER upholds environmental laws, regulations, and standards (ISO 14001).

Sustainable environmental and climate protection and resource efficiency are important company goals for us.

## **CODE OF CONDUCT FOR BUSINESS PARTNERS AND THIRD PARTIES**

### ❖ **Free Competition**

SCHILLER supports all applicable competition and anti-trust laws. No agreements shall occur that could distort competition.

### ❖ **Money Laundering**

SCHILLER observes all applicable laws and regulations to combat money laundering. Financial records and reports are created and maintained as per applicable laws and regulations.

### ❖ **Bribery and Corruption**

SCHILLER repudiates all kinds of corrupt business behaviour, including bribing and blackmailing. The company upholds applicable national and international anti-corruption laws.

## **HANDLING INFORMATION**

### ❖ **Business Secrets and Intellectual Property**

All SCHILLER employees are obliged to maintain secrecy and treat all company and business secrets and other internal matters as confidential.

SCHILLER protects the intellectual property of its staff and associates.

### ❖ **Data Protection and Cyber Security**

Data confidentiality shall be safeguarded as per the GDPR (General Data Protection Regulation of the European Union). This applies in particular to the personal data of clients, business associates and employees.

SCHILLER takes into account the relevant requirements on Cyber Security.

## **SUPPLIER'S RESPONSIBILITY TO COMPLY WITH THE CODE OF CONDUCT**

SCHILLER requires all suppliers and partners to comply with the values set forth in this Code of Conduct and supports them in the best possible way.

## **CODE OF CONDUCT AND SUPPORT**

The present Code of Conduct provides the basic guidelines to address ethical and legal challenges in our everyday work and establishes binding rules for all SCHILLER Group employees.

In particular, management and executive personnel are responsible for the active implementation of this Code of Conduct.

The management of the SCHILLER Group encourages everyone to report any possible indications or complaints regarding potential violations.

Please report any irregularities to the following office:

[compliance@schiller.ch](mailto:compliance@schiller.ch)