

Introduction

Meyer Burger has started production of high-performance solar cells and solar modules in 2021. Its proprietary heterojunction/SmartWire technology enables the company to set new industry standards in terms of energy yield. With solar cells and modules developed in Switzerland and manufactured in Germany according to high sustainability standards, Meyer Burger aims to become a leading European photovoltaic company. The company currently employs people at research facilities in Switzerland, development and manufacturing sites in Germany and sales offices in Europe, the United States and Asia. Meyer Burger was founded in 1953 in Switzerland. As a provider of production systems, the company has shaped the development of the global photovoltaic industry along the entire value chain in recent decades and has set essential industry standards. A large part of the solar modules produced worldwide today are based on technologies developed by Meyer Burger.

Meyer Burger is a company with a strong commitment to social responsibility. We believe as a sustainable company, we need our Suppliers (suppliers, service providers and contract manufacturers) to join us in this commitment, based on a shared set of values and principles.

Value and supply chains of Supplier are getting longer and more complex causing an increased exploitation of resources and a significant impact on the environment and the global ecosystem. Particularly there are especially in developing and emerging countries

- massive human and environmental rights violations,
- child labour,
- exploitation,
- lack of labour rights,
- ecological resource damage such as illegal logging, water, soil and air pollution.

We are fully committed to support and respect human rights. Meyer Burger seeks to award business to those Suppliers that are committed to acting fairly and with integrity towards their stakeholders, to observing the applicable rules of law, and to supporting and respecting internationally proclaimed human rights.

Meyer Burger is committed to ensuring that working conditions in Meyer Burger's supply chain are safe, that employees are treated with respect and dignity, and that manufacturing processes are environmentally responsible.

Meyer Burger's Suppliers will commit, in all their activities, to operate in full compliance with the laws, rules, and regulations of the countries in which they operate. Beyond this, Meyer Burger's Suppliers will comply with Meyer Burger's Supplier Code of Conduct ("Code") using the management systems described in this document.

Standards for Labour and Human Rights

Supplier is committed to upholding the human rights of employees and to treating them with dignity and respect as understood by the international community. This applies to all employees, including temporary, migrant, student, contract, direct employees, and any other type of employee.

Freely Chosen Employment and Prevention of Involuntary Labour and Human Trafficking

Supplier is committed to not use forced, bonded (including debt bondage) or indentured labour, involuntary prison labour, slavery or trafficking of persons.

Child Labour Avoidance and Young Employees

Child labour is not allowed in any stage of manufacturing. The term “child” refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is higher.

Working Hours, Wages and Benefits

Workweeks should not exceed the maximum working hours set by local law. Days free of work and holidays should also comply with local law.

Compensation paid to employees shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours, and legally mandated benefits. Supplier shall communicate the basis on which the employees are being compensated in a timely manner including if overtime is required and the wages to be paid for such overtime.

Human Treatment, Non-Discrimination and Diversity

Meyer Burger expects suppliers to treat all employees in the same manner independent on race, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, protected genetic information or marital status.

Employees shall be treated respectfully avoiding any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of employees nor is there to be the treat of any such treatment.

Supplier shall be committed to diversity in its workforce i.e. diverse in professional discipline, nationality, gender, race, culture, ethnicity, language, age, religion, and sexual orientation.

Freedom of Association and Collective Bargaining

Supplier’s employees shall have the right to form and join trade unions of their own choice, to bargain collectively and to engage in peaceful assembly or refrain from such activities in conformance with the local laws. Employees shall not be penalised or threatened in any way for this engagement by Supplier.

Supplier shall respect – within the framework of laws, regulations, and prevailing labour relations and employment practices – the right of its employees to be represented by labour unions and other employee organisations.

Standards for Health & Safety

Occupational Safety

Employee’s exposure to potential safety hazards (e.g., chemical, electrical and other energy sources, fire, vehicles, and fall hazards) is to be controlled through proper safe work procedures (including lockout/tag out), and ongoing safety trainings. Employees are to be provided with appropriate, well-maintained, personal protective equipment and educational materials about risks to them.

Employees shall have the right to raise safety concerns and refuse to work under unsafe conditions without being penalised.

Suppliers shall identify, evaluate, and control employee exposure to hazardous chemical, biological and physical agents. Suppliers must eliminate chemical hazards where possible. Where chemical hazards cannot be eliminated, Suppliers shall provide appropriate engineering controls such as closed systems and ventilation.

Emergency Preparedness

Supplier has to implement and communicate emergency plans throughout the workforce. These emergency plans should include emergency reporting, evacuation plans, employee notification, appropriate fire detection and suppression equipment, adequate exit facilities and recovery plans.

Occupational Injury and Illness

Supplier has to implement procedures and systems to prevent, manage, track and report occupational injury and illness including provisions to encourage employees to report, classify and record injury and illness cases.

Machine Safeguarding

Supplier has to implement and properly maintain physical guards, interlocks, and barriers where machinery presents an injury hazard to employees.

Supplier has to ensure that employees executing demanding tasks, including manual material handling and heavy or repetitive lifting, prolonged standing and highly repetitive or forceful assembly tasks are protected.

Health and Safety Communication

Suppliers has to provide employees with appropriate workplace health and safety information and training, including clearly written health & safety information and warnings.

Standards for Environment

Environmental Permits and Reporting

Supplier has to obtain, maintain and keep current required environmental permits approvals and registrations that are necessary for their operation.

Pollution Prevention and Resource Reduction

Supplier has to reduce as far as possible the use of resources including water and energy and the generation of waste of all types.

Hazardous Substances, Wastewater and Solid Waste

Supplier has to identify chemicals and other materials causing hazard if released to the environment and manage to ensure their safe handling, movement, storage, use, recycling or reuse and disposal.

Suppliers has to implement a systematic approach to identify, manage, reduce and responsibly dispose of or recycle solid waste (non-hazardous) and wastewater.

Air Emissions

Supplier has to routinely monitor, control any air emissions and to treat it as required prior to discharge. Supplier shall conduct routine monitoring of the performance of its air emission control systems.



Materials Restrictions

Supplier has to comply with any applicable law or regulation prohibiting or restricting the use or handling of specific substances in products and manufacturing, including labelling for recycling and disposal. Upon Meyer Burger's request, the Supplier shall provide full material content information.

Energy Consumption and Greenhouse Gas Emissions

Supplier has to track and document energy consumption and greenhouse gas emissions at the facility and/or corporate level.

Certification

Supplier has to have ISO 14001 certification (or comparable) or a plan to become certified. Alternatively, Supplier must provide documented objective evidence of an operational environmental management system and demonstrate equivalency.

Standards for Business Ethics

Suppliers has to commit itself to standards of ethical conduct when dealing with employees, suppliers, and customers as described in the following:

Business Integrity

Suppliers has to have a zero-tolerance policy to prohibit any and all forms of bribery, corruption, extortion and embezzlement (including promising, offering, giving or accepting any bribes). All business dealings shall be transparently performed and accurately reflected in Supplier's business books and records. Monitoring and enforcement procedures shall be implemented to ensure compliance with anti-corruption laws.

No Improper Advantage

Supplier has not to promise, offer, authorize, give or accept bribes or other means of obtaining undue or improper advantages.

Disclosure of Information

Supplier has to disclose in accordance with applicable regulations and prevailing industry practices information regarding labour, health and safety, environmental practices, business activities, structure, financial situation and performance.

Intellectual Property

Supplier has to respect intellectual property rights; transfer of technology and knowhow is to be done in a manner that protects intellectual property rights.

Protection of Identity and Non-Retaliation

Supplier has to maintain a program that ensures the confidentiality, anonymity and protection of supplier and employee whistle-blowers, unless prohibited by law. Suppliers shall have a process known to their employees for to raise any concerns and post anonymous complaints without fear of retaliation.

Responsible Sourcing of Minerals, Conflict Minerals

Supplier has to be capable to reasonably assure that minerals used for the products they manufacture does not directly or indirectly finance or benefit armed groups or contribute to serious human rights abuses in Conflict-Affected or High-Risk Areas.

Privacy

Supplier has to comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted and shared.

Standards for Management System and obligation of executive care

Supplier has to adopt or establish a management system to ensure compliance with applicable laws, regulations, and customer requirements related to the Supplier's operations and products, conformance this Code; identification and mitigation of operational risks related to this Code. It shall also support continuous improvement and shall contain the elements described in the following.

Therefore, Supplier has to perform periodic self-evaluations to ensure conformity to legal and regulatory requirements, the content of the Code and customer contractual requirements related to corporate social responsibility.

Corrective Action Process

Supplier has to have a process for timely correction of deficiencies identified by internal or external assessments, inspections, investigations and reviews.

Supplier Responsibility

Supplier has to have a process to communicate Meyer Burger Supplier Code of Conduct (or comparable) requirements to their own, next-tier suppliers and to monitor supplier compliance to the requirements.

Place, Date

Company Name of Supplier

Name of representative of Supplier

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MEYER BURGER

legal binding signature of Supplier

(Stamp required)