

Meyer Burger Group - Supplier Code of Conduct

Introduction

Since its foundation in 1953, Meyer Burger has continuously positioned itself as a leading technology company along the photovoltaic value chain.

The success of Meyer Burger Group is based on the conviction that anything is possible with the right energy. This attitude drives us every day to inspire people with our products and thus improve their quality of life.

Our business partners play a key role in our success. That is why we attach great importance to a shared understanding of ethical and sustainable action. We see this as the basis for long-term and profitable cooperation. Therefore, the requirements and principles of the Supplier Code of Conduct are an essential part of the cooperation between Meyer Burger and our business partners. Meyer Burger is guided by the principles of the UN Global Compact and the International Labour Organization (ILO). Our business partners comply with the applicable national and international laws and regulations.

Interaction with employees

Our business partners comply with basic employee rights on the basis of the applicable national legislation.

Human Rights

Meyer Burger's business partners are committed to upholding internationally recognized human rights and treating all employees with dignity and respect.

Child Labour

Child labor is strictly prohibited. Children are all persons under the age at which compulsory education ends or under the minimum age for employment in the respective country, whichever is higher.

Forced Labour

The principle of freely chosen employment and prevention from involuntary labor and human trafficking applies. Meyer Burger business partners do not tolerate forced labor, debt bondage, involuntary prison labor or slavery.

Equal Opportunity

Meyer Burger's business partners treat all people equally, regardless of race, age, gender, sexual orientation, gender identity and expression, ethnic or national origin, disability, pregnancy, religion, political affiliation, union membership, protected genetic information or marital status.

Freedom of association and collective bargaining

Employees have the right to join or be represented by unions and to engage in collective bargaining. They have the right to assemble peacefully in accordance with local laws or to refrain from such activities.

Fair working conditions

Business partners pay remuneration and social benefits that at least comply with national and local legal standards, regulations or agreements. Regulations on working hours and vacation are adhered to.

Occupational safety and health protection

Appropriate safety measures must be implemented in the workplace, including training, personal protective equipment and control of safety hazards. Emergency plans, prevention of occupational accidents and diseases, and protection from machinery are required. In addition, clear communication and training on occupational health and safety is essential.

Salary and benefits

The business partners must ensure that the working hours and remuneration of the employees comply with the legal regulations and provisions regarding maximum working hours, days off, public holidays and remuneration in accordance with the applicable wage laws.

Environment and sustainability

Meyer Burger expects from its business partners a proactive environmental commitment, including the protection of the environment, compliance with relevant environmental conventions and laws, and the reduction of environmental pollution and resource consumption. This also includes the safe handling of hazardous substances, the control of air emissions, compliance with material restrictions and the monitoring of energy consumption and greenhouse gas emissions.

Environmental permits and reports

Meyer Burger's business partners must obtain, maintain and keep up-to-date the environmental permits and registrations required for their activities.

Pollution prevention and resource reduction

Meyer Burger expects a sustainable use of resources. The principle of sustainability is pursued and environmentally conscious actions are taken. The use of non-renewable resources in particular is to be continuously reduced in favor of renewable resources.

Business relations

For Meyer Burger, the commitment of its suppliers to social and environmental responsibility is an indispensable prerequisite for any business relationship.

Conflicts of interest

Meyer Burger's business partners make decisions on the basis of objective considerations and are not improperly guided by personal interests. In the event of a conflict of interest, this is communicated openly and transparently.

Corruption & Money Laundering

Meyer Burger does not tolerate corruption. We reject any form of bribery, venality, and other corrupt behavior. The same behavior is expected from business partners. It is prohibited to offer, give or accept a benefit with the intention or effect of influencing the decision-making process of a business partner. We comply with the legal provisions on money laundering prevention.

Free competition

Meyer Burger acts fairly and responsibly in competition and expects this behavior from all business partners. This also includes respect for intellectual property and that confidential information is protected and only used within the scope of what has been agreed.

Trade Secrets & Privacy

Meyer Burger's business partners shall ensure that confidential information and personal data are kept secret and that intellectual property is protected. This shall also apply after termination of the business relationship. The applicable data protection provisions shall be complied with.

Raw materials from conflict zones

Meyer Burger expects its business partners to refrain from using conflict commodities. The bans on these substances work to avoid direct or indirect financing of armed groups.

Implementation of requirements

Meyer Burger encourages its suppliers to actively participate in the development and implementation of best practices to promote a sustainable supply chain. Reports of conduct that violates these commitments should be sent to tip@meyerburger.com or to the anonymous whistleblowing system.

Responsibility

Meyer Burger's business partners have a process in place to communicate the requirements from this document to their own suppliers and next-level business partners.

Controlling

Meyer Burger reserves the right to verify compliance with this Code of Conduct in an appropriate manner. This review may be carried out, for example, by means of audits or questionnaires. Meyer Burger will consult with each business partner in this regard.

Consequences of violations

A violation of this Code of Conduct may constitute a material impairment of the business relationship on the part of the business partner. Meyer Burger reserves the right to demand the initiation of countermeasures or improvements within a reasonable period of time. Without prejudice to any further rights, Meyer Burger further reserves the right to withdraw from the contractual relationship or to terminate it without notice in such a case.

Liability

This document applies to all companies of the Meyer Burger Group. The supplier hereby confirms receipt, awareness and acceptance of this Supplier Code of Conduct.

Supplier:

Place, date, name:
(in block letters)

Signature:

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