Supplier Code of Conduct
(Effective: May 2025)
This Code of Conduct defines the minimum requirements that suppliers of Compounds AG must meet in the areas of ethical business practices, human rights, labor conditions, environmental protection, and compliance. Compliance with this Code is a prerequisite for any business relationship with us.

1. Ethical Business Conduct
   - Integrity and Transparency: Suppliers must engage in fair, transparent, and traceable business practices. Corruption, bribery, fraud, extortion, and money laundering are strictly prohibited.
   - Conflicts of Interest: Any actual or potential conflicts of interest must be proactively disclosed.

2. Human Rights & Labor Conditions
   - Human Rights: Suppliers shall respect internationally recognized human rights, in line with the UN Universal Declaration of Human Rights.
   - Forced and Child Labor: All forms of forced, bonded, or child labor are strictly prohibited. The minimum employment age must comply with local laws and be no less than 15 years.
   - Working Hours and Compensation: Working hours and wages must meet or exceed legal and industry standards.
   - Freedom of Association: Suppliers must respect workers' rights to freely associate and engage in collective bargaining.
   - Non-Discrimination: Discrimination based on gender, ethnicity, religion, age, disability, sexual orientation, political opinion, or social origin is not tolerated.

3. Health & Safety
   - Workplace Safety: Suppliers must provide a safe and healthy work environment. Hazards must be identified and mitigated.
   - Emergency Preparedness: Emergency response plans, first aid systems, and evacuation procedures must be in place and regularly trained.

4. Environmental Protection
   - Compliance: Suppliers must comply with all relevant environmental laws and regulations.
   - Resource Efficiency & Emissions: Suppliers shall actively work to reduce energy use, emissions, and waste.
   - Environmental Management System: Implementing an environmental management system (e.g. ISO 14001) is encouraged.

5. Supply Chain Responsibility
   - Risk Management: Suppliers must identify risks in their own supply chain and take appropriate preventive and corrective actions.
   - Subcontractor Compliance: Suppliers are required to communicate and enforce this Code of Conduct with their own suppliers and subcontractors.

6. Data Protection & Confidentiality
   - Data Security: Suppliers must protect personal and business data in accordance with applicable data protection laws.
   - Confidential Information: Business secrets and confidential information must not be disclosed without authorization.

7. Compliance & Monitoring
   - Documentation and Audits: Compliance with this Code may be verified through audits or self-assessments. Suppliers agree to cooperate accordingly.
   - Whistleblower Channels: Suppliers should provide mechanisms for employees to report violations anonymously.

8. Consequences of Non-Compliance
Violations of this Code may result in suspension or termination of the business relationship. In severe cases, legal action may be taken.