

Corporate policy and code of conduct

Code of Conduct

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GWF AG

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Preface



Dear GWF employees, dear GWF stakeholders

GWF AG has a 123-year history of success that has shaped our values and our cooperation with our customers and partners. As a family-owned company, we attach great importance to sincere and fair cooperation with all stakeholders. Our team of well-trained and motivated specialists and managers stands for modern, sustainable and future-oriented corporate development.

The development and publication of this corporate policy is an important basis for our daily work. It obliges us to work professionally and transparently and makes us a predictable and reliable partner. In doing so, we always comply with applicable laws and regulations and follow the best practices and standards of our industry.

All GWF employees contribute to sustainable corporate development by complying with the GWF corporate policy and rules of conduct.

I am available at any time, to answer your questions and make suggestions with respect to GWF's corporate policy and rules of conduct. The GWF Board of Directors considers feedback on this document at each meeting.

Kind regards,

Florian Strasser

Our employees

As a 6th generation family business, our employees are our top priority. Our collective competence, our community and our cohesion make our company special. We are an employer actively committed to long-term and sustainable employment relationships, fair working conditions and respectful and appreciative interaction with each other

- We respect the human dignity and rights of every person at all times.
- We treat all genders equally.
- We do not tolerate any form of sexual harassment or assault
- We do not tolerate any form of bullying.
- We base our behaviour on our values 'Swiss. Smart. Simple.' and our leadership principles, as well as the highest ethical and moral standards.
- We do not allow child labour, exploitation or discrimination against people. We recognise our responsibility in ensuring fairness in remuneration and working conditions.
- In every situation, we are honest and have integrity, are binding in our statements and treat others with appreciation. We promote our togetherness and develop our organisation together.
- We always act in the best interests of GWF. We do not exploit our position in the company for our own benefit or the benefit of those close to us. We are transparent with respect to potential conflicts of interest and bring them to the attention of the supervisor and HR in writing.
- We point out to each other, if we notice behaviour that goes against the spirit of our corporate culture and discuss our observations with the supervisor.
- We escalate violations of the law and our corporate policy directly to the management.
- At any time, our HR is there confidentially to help with advice and support.

Our customers, business partners and competitors

With leading product solutions and services, we sustainably secure our customers' investments and strive to exceed their expectations in terms of quality, reliability and value. We stand for long-term and trusting partnerships. We maintain a respectful relationship with our competitors.

- We continuously improve customer focus, processes and products through our quality management and document this through external certifications.
- We stand for fair competition and do not abuse any dominant market position.
- At no time do we gain advantage by bribing or being bribed.
- We are committed to taking the interests of our industry into account in regulatory and standardisation bodies via active participation.
- We ensure that participation in informal meetings, conferences or other gatherings does not constitute a violation of applicable competition and antitrust laws.
- We do not engage in discussions about anti-competitive behaviour, such as price fixing, market sharing and market manipulation.

Our suppliers and supply chains

Our suppliers are established companies with the highest quality standards. We develop close and sustainable relationships with them and require them to adopt modern, market-driven and legal business practices. The standards we set for ourselves in terms of our corporate policy and rules of conduct also apply to our suppliers.

- Our suppliers comply with applicable laws and regulations at all times.
- Our suppliers adhere to the principles of good employment practices, which ensure good working conditions and the health and development of employees.
- Our suppliers acknowledge the GWF Corporate Policy and Code of Conduct and provide a comparable document describing their business practices.
- We expect our suppliers to address the UN Global Compact, transparency on working conditions and the origin of raw materials.
- We do not allow raw materials, components or end products from problematic origins in our supply chains.
- In our supply chains, we comply with all applicable trade regulations, rules, restrictions and laws when importing and exporting goods, and we require our suppliers to do the same.

Our environmental performance and contribution to environmental protection

As a company focused on the measurement and management of valuable resources such as electricity, gas, water, wastewater and heating/cooling, our daily work gives us the opportunity to make a significant difference in the way we use valuable resources.

- We provide the necessary resources and structures to continuously improve our environmental performance.
- We promote environmental awareness and knowledge among our employees. We inform them openly and motivate them to act in an environmentally friendly way.
- We avoid and reduce waste, emissions and recycle materials and use the resources available to us conscientiously.
- We provide information on the environmental compatibility of our products and are committed to open dialogue with authorities and interested groups.
- We use our expertise in measuring valuable resources to help our customers and third parties improve their environmental performance.
- We work with our suppliers and our development department to reduce the footprint of our products and only use raw materials without questionable origins.

Our contribution to health protection and occupational safety

The health and safety of our employees, customers and relevant third parties are the most important assets that we are collectively committed to protecting. At no time do we want to expose ourselves through carelessness or even knowingly to risks that could lead to losses in the health or integrity of our stakeholders.

- We are vigilant and draw each other's attention to any lack of health protection or occupational safety. We escalate risks immediately to the supervisor and occupational safety officer.
- We promote safety and health via modern infrastructure and protective equipment, active collaboration, continuous improvement, periodic information and training.
- It is important to us to ensure preventive occupational safety and health protection in order to protect health and prevent work-related physical and mental illnesses.
- We promote and support open dialogue on all occupational safety issues with employees, the authorities and the public.
- We document our health and safety efforts and carry out regular audits.

Our responsibility in asset protection and data protection

Data protection, confidentiality and asset protection is teamwork. In the digital age, the intensive assistance of all can prevent damage to our company, our employees and our customers as well as third parties. This requires courage, vigilance and it is better to have one escalation too many.

- We protect the data of our employees, customers and third parties in accordance with applicable regulations.
- We protect the interests of our company by considering business information as well as technical and financial company data as confidential and internal.
- We inform the Data Protection Officer immediately should we be granted access rights that we may not be entitled to.
- We inform the Data Protection Officer and our superiors immediately if we make a mistake with regard to asset protection, data protection and confidentiality.
- We do not use data from third parties, the access of which we are not entitled to.
- We treat GWF assets prudently and in the interests of the company. We protect GWF's asset interests by documenting tangible and intangible assets internally and neither copying, misusing or misappropriating them.
- We carry out the work assigned to us conscientiously and take care of our operating facilities and the material.
- We keep order and ensure cleanliness.
- We always adhere to the duty of confidentiality and communicate prudently.

