

# Code of conduct

# Introduction/preamble

Our Code of Conduct is intended to serve as a guideline for the entire Forster Group and Bloxer. The Code is therefore binding on all parties in connection with the Forster Group and Bloxer. Specifically, the Code applies to senior management, managers, employees, apprentices, suppliers and other persons and organisations that have a contractual relationship with us. We aspire to live up to the values, rules and principles that it contains. At the same time, we signal to the outside world that we behave responsibly towards our customers, suppliers, business partners, employees and the environment.

As a company, we believe it is our duty to act economically and ecologically. The entire Group strives to conduct its business competently and on an ethical and moral basis, and to comply at all times with the rules of fair competition in the markets in which the Group operates. This includes, in particular, full compliance with applicable laws, antitrust prohibitions, restrictions on competition and other relevant rules and directives.

Senior management undertakes to make the necessary efforts to uphold the values and principles set out in this Code of Conduct.

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# Conduct in a social environment

## Compliance with the law and legislation:

- We abide by the law at all times and act in accordance with the applicable national legislation in all business matters.
- We are committed to free and fair competition and abide by the relevant competition and antitrust laws in all the countries where we operate. We also demand this from our business partners vis-à-vis their partners.
- Violations of economic embargoes, trade, import and export control regulations and the financing of terrorism must also be ruled out by our business partners.
- We do not tolerate any form of corruption or bribery, regardless of whether it damages or benefits company assets or the assets of third parties. We deploy appropriate controls to prevent bribery, theft, embezzlement, fraud, tax evasion and money laundering.
- Our employees are strictly prohibited from accepting or offering favours of any kind, in particular in the form of cash, travel, gifts over CHF 50, etc., which are linked to an undue advantage such as awarding an order, project or property surcharge, etc.

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# Conduct in the work environment

- We observe local law, local conditions and regulations. With regard to remuneration, working hours and social benefits, we comply at the very least with the respective local and national rules and regulations.
- We respect and cultivate open and constructive cooperation with the relevant employee representatives.
- We do not cover up misconduct. If an employee reports actual or suspected misconduct in good faith, we will not accept attempts to intimidate or conduct reprisals against that person.
- We attach great importance to occupational health and safety and ensure compliance by means of regular training and checks.
- All forms of discrimination are prohibited in principle, irrespective of nationality ethnicity, sexual orientation, gender, age, marital status, physical or mental disability, religion or belief.
- We condemn all forms of harassment and all forms of physical and psychological violence in the workplace.
- Employees engaging in secondary employment must not allow this to negatively impact the success of the Forster Group or their performance. Secondary employment must be notified in advance to the HR management for approval by the management.

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## Conduct within the company

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We always treat all personal data with the utmost care. Our employees are obliged to adhere strictly to the confidentiality guidelines of the respective company.

- Individuals are prohibited from making donations on behalf of the Forster Group without the approval of the management. Donations must always have a social or direct connection with the business environment of the Forster Group.
- Fundamentally, the Forster Group is politically neutral. However, the management expressly reserves the right to actively intervene in the political environment should political issues or decisions threaten to have a negative impact on the business environment. The company is also supportive when employees seek political engagement and hold political office in the interests of the Forster Group. However, this too requires the express consent of the management.
- We always treat all personal data with the utmost care, regardless of whether it concerns our employees, customers, suppliers or other business partners.
- Our employees are obliged to adhere strictly to the confidentiality guidelines of the respective company. Our employees are explicitly required to do all that is necessary to secure the data and ensure that no internal or external theft can take place by whatever means.
- Confidential company, product or insider information may not be copied or printed on paper. Its use outside the scope of business activities is prohibited. Likewise, no such data may be copied to a non-company storage medium or auxiliary equipment. HR management must be notified immediately of any misconduct in this regard.
- It is vital to us that the products manufactured, the tools used and the company's intellectual property are handled with care, responsibility and in good faith.

## Conduct towards the environment

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We want to reduce our CO2 emissions by 2030.

- Protecting the environment and the climate is very important to us. Our employees are required to use natural resources appropriately and sparingly.
- Our products are developed and manufactured with great care, with responsibility and with an eye on the future. Our products and production facilities meet more stringent requirements than are required by statutory environmental regulations. Wherever possible, we avoid products that have to be disposed of as hazardous waste.
- Our employees routinely make responsible use of resources in the manufacture and sale of our products and services. We also demand this from our suppliers. We want to reduce our CO2 emissions by 2030.

# Steel is our nature.

**For us, steel is a matter of the heart. We develop long-lasting systems for attractive and energy-efficient architecture.**

Forster Profile Systems develops and manufactures safe, energy-efficient solutions in steel and stainless steel for doors, windows and facades in Switzerland. Forster works with its own branches in over 20 countries – and exclusive sales partners in around 10 more. In-house consultants are on hand to assist our customers at sites ranging from Europe and the Middle East to Asia and North America. Forster systems are used for building shells and interiors. This includes market-leading solutions that meet

the strictest requirements and standards in terms of thermal insulation, plus safety applications such as fire protection, burglar resistance and bullet resistance. The product range is rounded off by matching accessories. Our customers and business partners in architecture, planning and construction can also count on comprehensive services for their respective industry.

Forster Profilsysteme AG | CH-8590 Romanshorn  
[info@forstersystems.com](mailto:info@forstersystems.com) | [forstersystems.com](https://forstersystems.com)

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