ivoclar

Suppliers' Code of Conduct



Making People Smile

This Code of Conduct defines Ivoclar Vivadent's principles and standards for its Suppliers and applies as a supplement to Ivoclar Vivadent's Code of Business Conduct (COBC).

Ivoclar Vivadent promotes adherence by its Suppliers and service providers to social and environmental values, and endeavours to support implementation of these values and to responsibly manage its supply chains in the areas of ethics, employment law, health and safety as well as environmental standards.

The Suppliers' Code of Conduct does not replace local law.
Ivoclar Vivadent expects its Suppliers and service providers to adhere to the applicable law, regulations and rules in addition to the standards contained within this document.

When selecting its Suppliers, Ivoclar Vivadent applies the standards defined in this Suppliers' Code of Conduct as one of its assessment criteria.

The Supplier/Service Provider undertakes to do the following:

Comply with applicable law

- ✓ To comply with the laws applicable in the respective jurisdictions.

Respect fundamental rights and voluntary employment

- ✓ to promote equal opportunity and equal treatment for its staff members irrespective of their skin colour, race, nationality, social background, disability, sexual orientation, political or religious beliefs, or gender or age;
- ✓ to respect the personal dignity, personal sphere and rights of personality of each individual;
- ✓ not to employ anyone against his will or compel him or her to work;
- ✓ not to tolerate unacceptable treatment of staff members, by such things as psychological mistreatment, sexual or personal abuse or discrimination;
- ✓ not to tolerate behaviour (including gestures, language and physical conduct) that is sexual, subjects people to duress, or is threatening, abusive or exploitative;
- ✓ to ensure that reasonable compensation is paid and to guarantee the national minimum wage provided by law;
- ✓ to adhere to the maximum working times set by law in each relevant country;
- ✓ to the extent permitted by law, to recognise the freedom of employees to associate and not to give preferences to or disadvantage employees within employee organisations or unions.

Observe the ban on child labour

- ✓ not to hire any workers who are unable to prove that they are at least 15 years of age and only then if they have reached the end of compulsory schooling prescribed in the respective country; in countries which fall within the exception to developing nations under ILO convention 138, the minimum age may be reduced to 14.
- ✓ only to assign non-hazardous work to minor persons under the age of 18.

Care for the health and safety of staff members

- ✓ to assume responsibility for the health and safety of staff members;
- ✓ to contain risks and to ensure the best possible preventative measures are in place against accidents and occupational illnesses;
- ✓ to offer training sessions and to ensure that all employees have expertise in the field of on-the-job safety;
- ✓ to set up and apply an appropriate system of occupational safety management.

Safeguard environmental protection

- ✓ to take account of environmental protection in respect of the statutory norms and international standards;
- ✓ to minimise environmental pollution and to continuously improve environmental protection;
- ✓ to set up and apply an appropriate system of environmental management.

Respect the rights of animals

- ✓ to treat animals with respect. To avoid inflicting pain and/or stress to the greatest possible extent. Animal testing may only be carried out after other testing methods not involving the use of animals have been considered and rejected. The number of animals used must be reduced and the procedure must be designed so that the stress to the laboratory animals is kept as low as possible. Alternative testing methods should always be preferred if they have scientific validity and are accepted by the public authorities.

Ensure fair competition, compliance with cartel law and intellectual property rights

- ✓ to act in line with the national and international competition law and not to participate in price fixing, dividing up of markets or clients, market agreements or collusive bidding arrangements;
- ✓ to respect the intellectual property rights of others.

Observe the ban on corruption and bribery

- ✓ not to tolerate corruption or bribery in any form and not to participate in it in any way whether directly or indirectly; not to offer, provide or promise benefits to government officials or private sector counterparties to influence official action or achieve an unfair advantage;
- ✓ to avoid all conflicts of interest which may have an adverse impact on business relations;
- ✓ to appropriately promote compliance with the substance of this Code of Conduct;
- ✓ to adhere to the principles of non-discrimination when selecting and dealing with Suppliers.

Responsibly handle of conflict minerals

- ✓ to put appropriate measures in place to avoid the use of raw materials in products that either directly or indirectly finance armed groups who violate human rights.

Comply with data protection

- ✓ to ensure adequate protection and security of the personal data processed and to act in compliance with the applicable data protection acts.

Safeguard whistle-blowing

- ✓ to encourage all members of staff to report problems or illegal activities at the workplace without any need to fear reprisals, intimidation or harassment.
- ✓ to examine the problems that are reported and, where necessary, to take remedial action.

Schaan, July 2024



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