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## Schindler Code of Conduct Vendor Policy

Schindler requires all suppliers to maintain the highest standards of professional conduct and integrity in their business dealings with Schindler and their relations with other customers, suppliers, employees, competitors and communities.

Schindler suppliers shall therefore:

1. Comply with all applicable laws and regulations.
2. Respect Schindler's zero tolerance policy towards bribery and corruption. Suppliers are encouraged to avoid the extending of gifts, other than items of very small intrinsic value, such as business diaries or calendars. Likewise, hospitality offered should only be appropriate to the business at hand.
3. Adhere to high ethical standards by respecting the rights and dignity of all persons with whom they are dealing. Specifically, suppliers shall respect the provisions of the UN Universal Declaration of Human Rights and the Conventions of the International Labour Organisation in regards to:
  - Elimination of child labour
  - Freedom of employment & association
  - Respect for the individual and elimination of discrimination
  - Safe and healthy working conditions
  - Payment of living wages and regular employment entitlements
  - Non-excessive working hours.
4. Keep Schindler's business, financial and technical data as well as business correspondence confidential and not misappropriate Schindler's or other companies' tangible or intellectual property.
5. Actively help Schindler in achieving compliance with this Code of Conduct – Vendor Policy. Suppliers are not only required to abide by this Code of Conduct – Vendor Policy; they are also expected to inform Schindler (e.g. the Group Compliance Officer at +41 41 632 8566, [cls@schindler.com](mailto:cls@schindler.com) or their local Schindler contact) if they become aware of any potential violation. Suppliers are encouraged to implement reporting mechanisms for their employees to communicate possible irregularities. Suppliers should also establish processes for analyzing such concerns in a fair and confidential manner.

Further to the above, Schindler expects suppliers to implement and maintain processes to improve environmental efficiency (including consumption of water, energy, raw materials, office materials as well as business travel, transportation mileage) and to minimize all forms of waste and increase recyclability of products. In general terms, suppliers are expected to adhere to ISO 14001 or comparable standards.

Failure of suppliers to maintain their obligations pursuant to this Supplier Code of Conduct – Vendor Policy ultimately could lead to termination of any contracts on the basis of material breach.

Any questions related to the above should be directed to:

<b>For Production Material:</b> Email: <a href="mailto:pm@schindler.com">pm@schindler.com</a>	<b>For Non-Production Material and Services:</b> Email: <a href="mailto:npms@schindler.com">npms@schindler.com</a>
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