



PLATIT Code of Conduct

Code of Conduct as of November 15, 2023

Preamble

PLATIT is a leading manufacturer of high-tech PVD and PECVD coating units for tools and machine components. The company is part of the family-owned BCI Blösch Group, an independent Swiss technology group. PLATIT is headquartered in Selzach (Switzerland) and has its own service, support and sales offices in Europe, North America and Asia. With the aim of offering our customers the best possible quality and service as well as providing a safe, professional and trusting working environment, in the management of our business we insist on compliance with standards which are ethical, moral and environmentally friendly.

The PLATIT Code of Conduct defines the following applicable principles for all PLATIT employees worldwide. It covers the areas of corporate and quality policy, social responsibility and ethical principles, environmental and safety policy and last but not least, Leadership and cooperation guidelines.

1. Corporate and Quality Policy

We pursue the following strategic goals to keep our customers satisfied:

- To cultivate the skills and quality awareness of our employees
- To develop and continually refine new authentic products and processes
- To encourage open and businesslike relations with our suppliers and service providers

Our integrated management system (iMS) covers quality, environment, health & safety and risk management.

For successful business activities, stable quality is essential. For us, quality means:

- Meeting the spoken and unspoken expectations of our customers and exceeding them wherever possible
- To be guided by the highest industry standards
- To train and sensitize our employees at all levels in quality issues
- To select our suppliers carefully and to maintain a close partnership with them, as they are also an indispensable part of our quality commitment
- To define our processes transparently and clearly and to continuously improve and develop them



2. Social responsibility and ethical principles

We live for the following ethical principles and social responsibilities:

- We are committed to human rights and human dignity; we respect these rights as set out in the United Nations Universal Declaration of Human Rights
- We do not tolerate child labor
- We tolerate no form of forced labor, slavery or any other restriction of the free movement (mobility) of staff or subordinates
- We tolerate no form of discrimination in respect of hiring, pay, overtime, access to training, promotion, dismissal or retirement which is due to race, ethnicity, caste, nationality, religion, disability, gender, sexual orientation, trade union membership, political affiliation, marital status, pregnancy, physical appearance, age or any other unlawful grounds.
- We do not tolerate physical violence. We prohibit any use of degrading treatment, harassment, physical abuse, coercion, threats, or intimidation.
- We comply with the applicable laws in respect of the statutory minimum wage, other aspects of pay, normal hours of work and benefits.
- We tolerate no form of corruption, money laundering or the financing of terrorism.
- We respect the confidentiality of trade secrets and data worthy of protection.

3. Environmental and Safety Policy

PLATIT goes above and beyond the requirements of the law and commits to the environmental responsibilities. Environmental protection is not just the duty of one employee, but demands the cooperation of the entire organization. We are committed to the following statements:

- We are committed to operate in an environmentally friendly and sustainable way.
- We improve continuously environmental protection and make every effort to minimize environmental pollution.
- We avoid substances and materials in the manufacturing and supply chain that are harmful to nature and people.
- We observe the applicable international standards and legal norms relating to the environment.

High priority is also given to the health and well-being of our employees and customers. We are in all the activities, processes and products of our business dealings committed to safety and health. We are particularly committed to the following statements:

- We comply with the provisions of law relating to safety in the workplace and the protection of health
- We set objectives every year and undertake all actions necessary for adherence to safety in the workplace and the protection of health
- Employers and employees are committed to compliance with and the implementation of regulations relating to occupational safety and the protection of health.
- In all matters relating to safety, we grant the right of consultation at all levels.
- All parties make each other aware of hazards in the workplace.
- We conduct audits on the subject of safety in the workplace.
- We offer courses for emergency first responders and targeted training on risk mitigation.



4. Leadership and cooperation guidelines

The leadership and cooperation guidelines set out how employees and superiors should collaborate and behave during their day-to-day work:

- We are open, forward-looking, view change as an opportunity and promote innovation.
- We champion cooperative management, nurture our employees and help them when issues arise.
- Managers work efficiently, to targets and in line with internal quality guidelines.
- What underpins our collaboration is trust, respect, esteem and loyalty.
- We operate transparently, provide constructive feedback and promote a learning culture.
- We communicate openly, honestly and clearly. Conflicts are resolved respectfully, through constructive discussions between the participants.
- We promote teamwork and forge a motivational working atmosphere.
- We try to resolve errors as soon as possible, without seeking to attribute blame. What we aim for instead is to pinpoint the cause and strive to prevent any recurrence.

5. Reporting obligation

Violations or concerns regarding a possible violation of the principles set forth in this Code of Conduct must be reported to the PLATIT company management.

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