



Schindler

Schindler Code of Conduct
(Vendor Policy)

Schindler requires all 3rd party suppliers to maintain the highest standards of professional conduct and integrity in their business dealings. Not only in regards to their dealings with Schindler but also the Suppliers relations with other customers, vendors, 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 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 & 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 company's tangible or intellectual property.
 5. Actively help Schindler in achieving compliance with this Code of Conduct. You are not only required to abide by this Code of Conduct; you are expected to inform Schindler (e.g. the Group Compliance Officer at +41 41 632 8566, cls@ch.schindler.com or your local Schindler contact) if you become aware of any potential violation.

Further to the above Schindler expects suppliers to implement and maintain processes to improve Environmental Efficiency (this to include consumption of Water, Energy, Office Materials, Business Travel and Transport Mileage, Raw Materials and minimise all forms of waste whilst increasing recyclability of products where ever possible) In general terms Suppliers are expected to adhere to ISO14001 standards.

Failure of suppliers to maintain their obligations to this Code of Conduct ultimately could lead to termination of any contracts on the basis of Supplier Default.

Any questions related to the above should be directed to:

Jochen Weyandt
Head of Corporate Purchasing & Strategic Sourcing
Schindler Management AG
Zugerstrasse 13
6030 Ebikon, Switzerland



Schindler

Acknowledgement to the CoC Vendor Policy ("the Policy")

I hereby acknowledge that I have received, reviewed and implemented the Policy on behalf of the below stated company ("the Company").

I confirm that

- the Company fulfills the requirements as stated in the Policy; we have informed Schindler in writing about any deficiencies, if any;
- all our employees who are engaged in dealings with Schindler are informed about the content of the Policy and the requirement to abide by the letter and spirit of this Policy;
- we will actively support Schindler in achieving compliance with this Policy, e.g. by informing Schindler of potential violations (Principle 5 of the Policy).

The Company

Signature

Name / First Name

Date

Function