

# Sulzer Code of Conduct

**Learn more**

– the ethical and  
legal principles  
at Sulzer.

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## Sulzer Code of Conduct

The Sulzer Code of Conduct describes the basic attitudes that we expect from all members of Sulzer GmbH – that is, from employees, managers, directors and shareholders. The Sulzer Code of Conduct is an expression of the ethical and legal principles of Sulzer GmbH today and in the future. It gives our corporate culture a face and obligates us to act responsibly and lawfully.



**Ulrich Schick**  
CEO



**Dr. Michael Kraus**  
CEO

## Fundamentals of the Sulzer Code of Conduct

The ten principles of the UN Global Compact form the guidelines of our Code of Conduct and entrepreneurial action. In addition, we are guided by the values of the Sulzer mission statement:

**Trust:**

We can rely on and support each other.

**Responsibility:**

We work for the good of the individual, the company, and society.

**Respect:**

We value each other in all our diversity.

**Enthusiasm:**

We act and lead with heart.

## **Basic social rights and principles**

We respect and uphold international human rights. We reject any use of forced labor and child labor. We observe the minimum age of admission to employment. We uphold the right to freedom of association and collective bargaining.

## **Mutual appreciation and equal opportunities**

A culture of mutual respect and trust is of great importance to us. This includes employees as well as management levels and shareholders. All employees must refrain from discrimination of any kind and facilitate respectful cooperation in a spirit of partnership.

## **Employees**

Our employees are characterized by commitment and competence. They are the basis of our success. We create a motivating and encouraging working environment by opening up personal and professional prospects for our employees. We invest in the qualifications and competence of each team member.

**We support equal opportunities and equal treatment.**



## Occupational health and safety

The safety and health of our employees are a top priority. Local and national regulations are observed as minimum standards. In addition, we support and encourage our employees with prevention and health promotion measures. A good balance between work, family and private life is a fundamental principle of our corporate philosophy.

## Data protection and data security

The protection of confidential, secret and personal data, especially that of employees, customers and partners, is a high priority for us. We collect, process and use personal data only insofar as it is necessary for clear and defined purposes. No personal data will be collected or processed without the consent of the person concerned; data will only be used as permitted by law. Each employee must comply with data protection law provisions as well as legal regulations on information security. Our company's data protection officers and information security officers support both employees and departments in this regard.

**We are certified  
according to  
ISO 27001:2017.**

## Secrecy

All of our employees must maintain secrecy with regard to business and trade secrets that have been entrusted to them or otherwise become known to them in the course of their business activities, and protect them in an appropriate manner from uninvolved colleagues and other third parties. This confidentiality principle applies equally to internal information and to information from a customer, partner or third party.



## Environmental protection

Sustainability, environmental and climate protection and resource efficiency are important corporate principles for us. Every employee is responsible for treating natural resources with care and for contributing to environmental protection through their personal behavior.

## **Fair competition and prevention of corruption**

Fair competition is very important to us. We are committed to fair dealings with our business partners, customers and third parties. Improper agreements and concerted practices aimed at restricting competition are prohibited. We respect national and international efforts not to influence or distort competition through bribery and reject any corrupt or business-damaging behavior. None of our employees may exploit the company's business connections for their own or others' advantage or to the detriment of the company.





## Compliance and implementation

The Sulzer Code of Conduct, in conjunction with the Sulzer GmbH mission statement, reflects our corporate culture. We expect all members of Sulzer GmbH to familiarize themselves with the Code of Conduct described above and to align their actions accordingly. Our managers serve as role models in this regard. They ensure the Sulzer Code of Conduct is observed. The Sulzer Code of Conduct is a requirement for us and, simultaneously, a promise for responsible behavior toward business partners and customers. In return, we expect our business partners to act responsibly, comply with applicable laws and observe the above ethical and legal principles.



## Questions?

If you have questions, please feel free to contact us via email.

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