



# Supplier Code of Conduct of Webcraft GmbH

With the Supplier Code of Conduct we ensure that suppliers implement the principles of Webcraft GmbH.

### **Introduction**

*We are developing and operating the online shops supermagnete.com, cubeless.ch and qbendo.ch with great enthusiasm. We are a healthy and growing company with around 60 employees at two business sites. Our headquarter is in Uster, Switzerland. A subsidiary is located in Gottmadingen, Germany.*

*Webcraft GmbH firmly believes that business success and ethical responsibility should go hand in hand. In a digital world shaped by rapid change and endless possibilities, we recognise the critical role of our suppliers and business partners in ensuring quality, sustainability and ethical responsibility in our supply chain. Our business practices and our success are inextricably linked to the principles of integrity, transparency and social responsibility. We are aware that the procurement of goods and services influences the social and environmental impact in the world.*

*Webcraft GmbH strives to build long-term relationships with its suppliers. This Code of Conduct for suppliers is based on the Webcraft GmbH Code of Conduct. It is to be regarded as an addendum to any business agreement. As our supplier or partner, we expect that you comply with the requirements of this Code of Conduct and that you enter into similar agreements with your suppliers.*

### **Corporate governance and business ethics**

The supplier must comply with local laws and regulations applicable to its business. Should this Code of Conduct conflict with national legislation, the law will prevail. However, the Code of Conduct may contain requirements that go beyond the scope of the law.

The supplier must adhere to fair and proper business practices. Any form of bribery, corruption, price fixing, cartel formation or abuse of dominant market position is not acceptable.

The supplier must grant Webcraft GmbH permission to carry out audits in order to verify compliance with this document.

### **Quality standards**

We expect our suppliers to maintain quality standards and to ensure that delivered products or services meet the agreed specifications. Continuous process improvement should be pursued to increase quality.

### **Health and safety**

The supplier provides a safe and healthy work environment for all employees in order to prevent accidents and injuries. Our suppliers must ensure that appropriate working conditions and safety measures are implemented. Employees must be adequately trained.

## Human rights and labour law

### Employment and working conditions

Employees receive a job description that sets out working hours and remuneration in accordance with national laws and local industry standards.

Employees are entitled to at least one day off per week, appropriate breaks during work and sufficient rest periods between shifts.

### Child labour and young workers

The supplier may not participate in or benefit from child labour. The minimum age for employment must not be below the age of 15.

### The right to freedom of association and the right to strike

The supplier may not prevent employees and other workers from freely joining a labour association. Trade unions can operate freely and in accordance with applicable laws at the location of employment; this includes the right to strike and the right to collective bargaining.

### Forced labour and debt bondage

The supplier may not participate in or support forced labour. This also applies to workers who have not offered their labour voluntarily or to workers who cannot freely withdraw from a labour agreement.

### Use of private or public security forces

The supplier must ensure that any security personnel operations are compliant with the prohibition of torture and inhuman treatment. Life and limb must not be jeopardised.

### Discrimination

Employees must be treated with respect and dignity. The supplier must be a fair employer and offer equal opportunities to all employees.

No form of harassment, abuse or discrimination based on gender, age, ethnicity, religion, sexual orientation, union membership or political views will be tolerated.

### Unlawful dispossession of land and deprivation of livelihood

Our suppliers must not engage in activities that support the unlawful dispossession of land or deprivation of communities' livelihoods.

### Ban on the use of conflict minerals

Our suppliers must not use any minerals whose extraction and trade finances armed conflicts or human rights violations. They must ensure that their materials are free of such conflict minerals.

### Environment

The supplier is required to comply with international and national environmental laws and strive to actively minimise harmful effects on the environment. Harmful soil changes, water contamination, air pollution, noise pollution and excessive water consumption must be strictly avoided. Any proposed change to products or services must be carefully examined with regard to the environmental impact.

Our suppliers have an obligation to comply with all environmental agreements and regulations, particularly in connection with mercury, persistent organic pollutants as well as the import and export of waste.

Our suppliers are expected to ensure that all products and materials they provide comply with the requirements and regulations according to REACH (Regulation (EC) No. 1907/2006) and RoHS (Directive 2011/65/EU).

Any planned changes in relation to the above paragraph must be immediately and unsolicitedly reported to Webcraft GmbH.

### Supplier's declaration

*As a supplier to Webcraft GmbH, I hereby declare that I have read and will comply with this Supplier Code of Conduct.*

_____	Stamp
Company name	
_____	
Name / Job Title	
_____	_____
Place, Date	Signature

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