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*These terms apply to all our business partners, including our sales channel partners and our supply chain partners. These terms prevail over and are in addition to or modify the terms of your METTLER TOLEDO Agreement. These terms may be changed by METTLER TOLEDO.*

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METTLER TOLEDO is committed to conducting its business ethically, legally, and in a socially responsible manner. For more details on this commitment, see our Ethical, Social and Quality Standards available at [www.mt.com/businesspartner](http://www.mt.com/businesspartner). We expect you, as our business partner, to share this commitment.

This Business Partner Code of Conduct applies to all your activities in your business relationship with us, and defines the minimum standards of business conduct and practice we expect you to comply with in your relationship with us. You must also comply with all applicable laws, regulations, and codes of the countries in which you operate. You must work with your own business partners to ensure they also strive to meet the principles of this Code or equivalent principles.

Failure to comply with the terms of this Code is a material breach of your agreement with us and may result in the termination of your relationship with us.

### **Compliance; Requests for Information**

We may request information about your compliance with this Code at our discretion or as required by law. You must provide timely and complete responses to these information requests. We also reserve the right to verify your compliance with this Code through audits or other assessment mechanisms.

We expect you to be able to disclose the material content and origin of all materials provided to us. You must create full supply chain mapping back to origin and provide it to us upon request. We expect you to perform appropriate due diligence to assess whether your sourcing activities directly or indirectly benefit conflict or human rights violations.

### **Ethical Conduct; Fair Competition**

You must be committed to the highest standards of ethical conduct when dealing with workers, suppliers, customers, and business partners. We expect the highest standards of integrity in all business interactions. All forms of corruption, extortion, and similar practices are prohibited.

We expect you and your employees to compete fairly and ethically for all business opportunities. You must uphold standards for fair business, advertising, and competition. Your employees involved in the sale of our products and services must ensure all statements, communications, and representations to clients are accurate, complete, and truthful.

You must not offer, pay, request, or accept bribes or participate in other illegal inducements in business or government relationships. When dealing with others, including our business associates, you must exercise reasonable due diligence to ensure they will not offer, pay, request, or accept illegal inducements, including bribes. You are required to comply with all applicable anti-bribery laws.

Accurate and reliable financial and business records are critical and you must ensure all submissions you make to METTLER TOLEDO – for example orders, sales reporting, and other information – are complete and accurate.

You must respect third party intellectual property rights; transfer of technology and know-how must be done in a manner that protects intellectual property rights. You must maintain the confidentiality of METTLER TOLEDO and third party confidential and proprietary information, and only use such information for authorized purposes. You must use appropriate means to safeguard our information. You must comply with privacy and information security laws and regulatory requirements when you collect, store, process, transmit and share personal information.

### Environment

We expect you to do business in an environmentally responsible manner that minimizes adverse impacts on the environment. We encourage you to conserve natural resources, avoid the use of hazardous materials where possible, and engage in activities that reuse and recycle.

You must obtain, maintain, and keep current all required environmental permits, licenses, information registrations, and restrictions, and follow their operational and reporting requirements. You must monitor, control, and treat as required all wastewater, solid waste, air emissions, and hazardous substances generated from operations, industrial processes, and sanitation facilities prior to discharge or disposal.

You must adhere to all applicable laws and regulations regarding the prohibition or restriction of specific substances (such as hazardous materials) including labeling laws and regulations for recycling and disposal.

### Health and Safety

You must be committed to creating safe working conditions and a healthy work environment for all of your workers. You must protect workers from over-exposure to chemical, biological, and physical hazards. Physical hazards include noise, temperature extremes, inappropriate illumination, radiation, ergonomics, air quality, and vibration. Worker exposure to physically demanding tasks must be evaluated and controlled. You must provide appropriate controls, safe work procedures, preventative maintenance, and protective measures to mitigate health and safety risks in the workplace.

You must identify and assess emergency situations and minimize their impact by implementing emergency plans and response procedures (including emergency reporting, employee notification and evacuation, worker training, fire detection and suppression equipment, and adequate exit facilities).

### Labor

You must commit to uphold the human rights of workers and employ them according to local working laws and regulations. You are expected to create and maintain an environment where all employees are treated with dignity and respect. You must provide your employees with a work environment free of coercion and harassment. You must not use child labor, or forced, indentured, or involuntary labor. You must not condone or engage in the illegal trade or trafficking of human beings for purposes of commercial exploitation. You should be committed to a workforce free of discrimination in hiring and employment practices.

### Contact

Any questions or suggestions related to this Code can be addressed through the contact form available on [www.mt.com/sustainability](http://www.mt.com/sustainability).