



# Julius Bär

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## CODE OF CONDUCT FOR BUSINESS PARTNERS

Julius Baer strives to play a responsible role in the various social, political, economic, regulatory and ecological systems in which the Bank is active. For this reason, Julius Baer expects its suppliers, subcontractors and other service providers ("Business Partners") to maintain high standards of business practice. This applies not only in dealings with Julius Baer but also in relations with their clients, intermediaries, employees, competitors and the public authorities.

Julius Baer prefers Business Partners who share the ethical, ecological and social values, of the Bank, our intention being to ensure compliance with these values in the cooperation between us. At the same time, Julius Baer requires each Business Partner to strive in turn to ensure compliance with these requirements by its employees, and the subcontractors and suppliers it works with in connection with providing its service to Julius Baer.

In particular, Julius Baer expects its Business Partners to comply with the following guidelines:

### 1. Compliance with laws and regulations

The Business Partner must comply with the relevant national laws and with all other applicable laws and regulations.

### 2. Fair employment conditions

The Bank expects its Business Partners to abide by the United Nations Universal Declaration of Human Rights, as well as the Conventions of the International Labour Organisation. More particularly, this means:

- compliance with high ethical standards, as well as respect for human dignity and the rights of the individual,
- freedom of association and the elimination of forced labour,

- compliance with national employment laws and the like and zero tolerance of child labour,
- payment of fair wages and no pressure on employees to work excessively long hours
- zero tolerance for discrimination on the basis of race, colour, age, sexual orientation, ethnic origin, handicap or political belief,
- a guarantee of safe and healthy working conditions.

### 3. Business integrity

The Business Partner must maintain high integrity in its commercial dealings. In particular, the Business Partner undertakes not to acquire or exploit the material or intellectual property of Julius Baer or any third parties illegally or without authorisation. The Business Partner further undertakes to comply with all applicable laws and regulations concerning bribery, corruption and other unlawful business practices.

### 4. Environment

Julius Baer expects its Business Partners to minimise adverse effects on the environment through responsible corporate management and to comply with all laws and regulations relating to the environment.

If Business Partners do not meet the requirements set out above, they are expected to improve their standards of business practice in order to comply with this Code of Conduct and Julius Baer reserves its available rights and remedies.