



WILCO AG Code of Conduct

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1 General



Introduction

This Code of Conduct serves as a binding guideline for all employees of WILCO AG as well as for business partners, suppliers and other third parties who act on behalf of or in business relations with WILCO AG.

Principle

We are committed to complying with all applicable national and international laws, regulations and regulatory requirements.

This includes, in particular, regulations in the areas of integrity, anti-corruption, ethical conduct, social responsibility, human rights, labour law, environmental protection, health and safety, data protection, market conduct and business practices.

We do not tolerate violations of our basic principles.

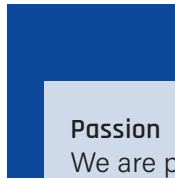
Our values

Our corporate culture is based on five guiding values.



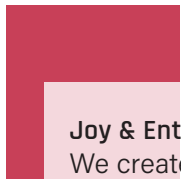
Responsibility

We take responsibility for our actions and decisions.



Passion

We are passionate about what we do and strive for excellent solutions.



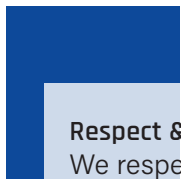
Joy & Enthusiasm

We create a working environment in which involvement and joy have space.



Courage

We promote innovative thinking and the courage to break new ground.



Respect & humility

We respect each other, value everyone and act in partnership.

These values are an integral part of our daily work and shape our dealings with each other as well as with our partners and customers.

Who we are and what we do

WILCO AG is a Swiss solution provider of high-tech inspection systems for the pharmaceutical, biotech, medical and packaging industries and operate worldwide.

With over 50 years of innovation tradition, we offer our customers customized solutions for Container Closure Integrity Testing (CCIT) and Automated Visual Inspection (AVI). We guarantee long-term quality and safety for the highest standards and thus make people's lives safer. Social, ethical and ecological corporate governance is our top priority.





2 Laws and standards

Laws

We are committed to complying with all local, national and international laws and regulations relevant to our business activities and expect our suppliers and business partners to do the same.

All employees are obliged to inform themselves about the applicable laws and regulations in their area of responsibility and to comply with them. Violations of laws and regulations will not be tolerated and may result in disciplinary action.

Norms and Standards

With the ISO 9001 certification we guarantee structured processes and consistently high quality. We also adhere to international norms and standards. These include the principles of the UN Global Compact, the OECD Guidelines for Multinational Enterprises, the United Nations Universal Declaration of Human Rights, the UNICEF Guiding Principles on Children's Rights, the UN Guiding Principles on Business and Human Rights, and the core labour standards of the International Labour Organisation (ILO) and corporate behaviour.

In this way, we want to ensure that our business practices are considered exemplary worldwide.

3 Integrity

Anti-corruption

We have a zero-tolerance policy towards corruption, bribery and fraud.

Employees may not accept or offer benefits or advantages that are intended to improperly influence business decisions. All business relationships must be based on transparency and integrity.

Violations of the prohibition of corruption are severely penalized and can result in criminal prosecution.

Gifts and invitations

We consistently reject gifts and invitations from third parties. Traditional, minor gifts that are not associated with any expectations may only be accepted or given within the framework of the legal provisions and company guidelines, provided that the value is less than CHF 100.

Conflicts of interest and impartiality

All employees must avoid conflicts of interest as a matter of principle. If such conflicts cannot be ruled out, they must be disclosed immediately.

A conflict of interest occurs when a person's personal, financial or other interests could interfere with objectivity and impartiality in the performance of his or her professional duties and lead to decisions influenced by personal benefits.

This includes, for example, transactions with relatives or close associates, direct or indirect participations in competitors or business partners, or the exercise of a part-time activity that could impair the interest of WILCO AG. Employees must ensure their impartiality at all times.

Antitrust and Competition Law

We are committed to complying with all national and international antitrust and competition laws. Agreements and concerted practices between companies which restrict competition are prohibited.

These include price-fixing, market-sharing and other forms of collusion that may result in injury to a third party.

Money laundering and terrorist financing

We will not allow ourselves to be misused for money laundering or terrorist financing.

We comply with all legal requirements for the prevention of money laundering and terrorist financing and expect the same from all business partners. We only maintain business relationships with reputable partners who comply with applicable laws and have legitimately obtained their funding. We comply with the legal obligation to report.

4 Ethical action and social responsibility

Human rights

Respect for internationally recognised human rights is a matter of principle for us.

Prohibition of child labour and forced labour

We vehemently oppose child labor, forced labor, and modern slavery.

Civil society

We are actively involved in the civil society by engaging in dialogue with the authorities and advocating for compliance with civil law requirements. We also support charitable, local initiatives and projects. Through volunteering and partnerships with organizations, we contribute to the social and economic development of civil society. We support the voluntary commitment of our employees for the benefit of the general public. These include, for example, involvement in sporting, cultural, trade union activities as well as profession-related activities (e.g. expert activity) or public offices.



Employees

Our employees are our most valuable asset. We promote equal treatment for all employees as well as attractive working conditions that meet and exceed labor law standards.

In addition, we promote the professional and personal development of our employees through continuous training, attractive job profiles and fair development opportunities based on the principle of equal opportunities.

We are committed to open and respectful communication as well as a positive work environment. All employees are encouraged to express their ideas and concerns and to actively contribute to the improvement of the company. We value and recognize the diverse ideas and individual skills of our employees.

Young talent and career development

We are committed to our young talent and career training. We support the development of young talents through training programmes and cooperation with educational institutions.

We offer our youngest employees continuous training opportunities to expand their skills and knowledge and promote their professional development.



Prevention of discrimination and harassment

A spirit of partnership and human interaction as well as the encounter with respect, appreciation and dignity are the cornerstones of our corporate philosophy.

All people are welcome at WILCO AG, regardless of gender, age, ethnic origin, religion, sexual orientation or other personal characteristics. We do not tolerate any form of discrimination and harassment in the workplace and will have consequences under labor law for those employees who violate this important principle.

Health and safety

We ensure a safe and healthy working environment. Regular training and monitoring of occupational safety are essential to prevent accidents and injuries.

All employees are required to comply with safety regulations and report potential hazards immediately. We ensure that all workplaces meet legal safety standards and are continuously improved.

Environment and sustainability

As an internationally active company, we are committed to protecting the environment and the sustainable use of resources. Our goal is to continuously improve our economic activities as well as our products and services in terms of ecological responsibility.

We are committed to protecting the environment and are constantly working to reduce waste and emissions. We expect all employees to behave in an environmentally conscious manner and to use resources responsibly.



5 Protection of data and trade secrets

Protection of personal data

With our privacy policy, we ensure that the fundamental rights and freedoms of affected people, in particular their right to the protection of personal data, are upheld and protected. Violations of our Privacy Policy may result in disciplinary action.

IT- und Cyber-Security

Measures for IT security and protection against cyber attacks are an integral part of our corporate policy. All employees must attend regular training and ensure that confidential information is kept secure and only accessible to authorized persons.

Handling of trade secrets

Employees of WILCO AG are obliged to protect all business and trade secrets as well as confidential information of the company, its customers, suppliers and business partners with the utmost care.

This duty of confidentiality applies without restriction during the duration of the employment relationship and beyond. Disclosure to third parties is only permissible if explicit written permission has been obtained, there is a legal obligation to report or the information in question is generally accessible.



6 Market behaviour and business practices



Collaboration with customers, suppliers and business partners

We maintain a trusting, fair and long-term cooperation with our customers and partners. Transparent and honest communication is a matter of fact for us. We take customer concerns seriously and deal with them professionally and quickly. Building and maintaining long-term and trusting relationships with our business partners and customers is central to us.

We expect our suppliers and business partners to share and comply with our values and standards from this Code of Conduct.

Product safety

Product safety is an essential part of our quality responsibility towards customers and partners.

The protection and safety of patients is our top priority.

From development to design to operation, we ensure that our products meet the highest requirements through systematic quality management. In addition, clearly defined operating and working processes ensure a high level of safety along the entire product life cycle.

Dealing with new technologies

We promote the responsible use of new technologies and innovations.

Employees are encouraged to continuously educate themselves and use new technologies to increase the efficiency and competitiveness of the company.

Data protection and security must always be guaranteed. We rely on transparent and ethical use of technology to maintain trust and integrity.

Measure of behavior for decision-making

We are aware of the implications of our decisions. That's why our employees focus on the following fundamental questions before making any decision:

- Does my decision comply with applicable law and the requirements of this Code of Conduct?
- Do I make my decision based on a responsible and professionally objective assessment?
- Would I defend my decision even if it were made known to the public?
- Does my decision help to maintain and promote the good reputation of WILCO AG?



7 Training, consulting and reporting

Training and consulting

It is important to us that all employees are aware of the Code of Conduct and are able to apply it.

That is why we train our employees on the Code of Conduct and enable them to seek advice from our internal office „Legal Services WILCO AG“ if they have any questions or doubts.



Reporting office for violations

We promote a culture of transparency and integrity and encourage all employees to report potential misconduct or violations of laws, regulations or internal policies.

To this end, we have set up the internal reporting office „Legal Services WILCO AG“, which enables employees to express concerns confidentially, anonymously and without fear of reprisals.

The employees of „Legal Services WILCO AG“ are obliged to maintain anonymity.

8 Conclusion

This Code of Conduct is a living document. Regular review and updating ensures that it meets current requirements and best practices.

All employees of WILCO AG are required to read, understand and follow this Code.

WILCO AG
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