ST-CSR-03 · CODE OF CONDUCT

Supplier Code *of Conduct*

Our products are made by independent manufacturers, most of them long-standing, owner-managed European partners. This Code sets out the minimum standards we expect from every supplier, contractor and service provider working with Studiotools with regard to human and labour rights, health and safety, the environment and business ethics.

Issuing company	Studiotools.io GmbH, Klybeckstrasse 141, 4057 Basel, Switzerland, incl. Studiotools Services GmbH, Weil am Rhein
Applies to	All suppliers of products, components, materials and packaging, logistics and installation partners, contractors and service providers ("suppliers"), and their sub-suppliers
Version · effective	1.0 · effective from 11 November 2026
Approved by	Reto Schnyder, CEO
Review	Annually; next review November 2027

1 Principles

This Code is based on the principles of the UN Global Compact, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the ILO Core Conventions. It forms part of every supply relationship with Studiotools. Where national law and this Code address the same subject, the stricter standard applies. Suppliers are expected to implement adequate management systems to ensure compliance and to continuously improve their performance.

2 Legal Compliance

Suppliers comply with all applicable laws and regulations of the countries in which they operate, including environmental, labour, health and safety, anti-corruption, competition, data protection, sanctions and export-control law.

3 Human and Labour Rights

- **Freely chosen employment:** no forced, prison, bonded, indentured or involuntary labour, no human trafficking or any other form of modern slavery. Workers are free to leave their employment with reasonable notice; identity documents are not retained; no recruitment fees are charged to workers.
- **No child labour:** no employment of persons below the minimum age defined by the ILO conventions or by national law, whichever is higher. Young workers are not assigned to hazardous work or night work.
- **Non-discrimination:** no discrimination on the basis of age, colour, (dis)ability, ethnicity, race, gender, gender identity, gender expression, marital status, pregnancy/maternity, national origin, sexual orientation, religion, political opinion or union membership.
- **Wages and working hours:** wages, overtime compensation and benefits at least meet legal minimum standards and prevailing local practice; working hours, rest periods and paid leave comply with applicable law; written employment terms are provided.

- **Freedom of association:** workers' rights to form and join trade unions and to bargain collectively are respected.
- **Humane treatment:** workers are treated with respect and dignity; no harassment, intimidation, bullying, corporal punishment or abuse.
- **Grievances:** workers have access to a channel to raise concerns without fear of retaliation.

4 Health and Safety

- Applicable occupational health and safety legislation is treated as a minimum standard; management is committed to a healthy and safe workplace.
- Workplace risks are assessed and controlled; machines are guarded; adequate personal protective equipment is provided free of charge.
- Workers are trained on the health and safety risks of their work; emergency preparedness (fire protection, first aid, evacuation) is in place and practised.
- Accidents and incidents are recorded, investigated and corrected. Any accommodation provided to workers is safe and hygienic.
- Products are designed and manufactured to be safe in use and comply with applicable product safety requirements and agreed specifications.

5 Environment

- **Environmental management:** suppliers commit to protecting the environment and operate an environmental management system; for raw-material and component suppliers we expect ISO 14001 certification or an equivalent system.
- **Climate and energy:** suppliers measure their energy consumption and greenhouse gas emissions, set reduction targets in line with the Paris Agreement, improve energy efficiency, increase the share of renewable energy and provide product-related emission data to Studiotools on request.
- **Pollution, waste and water:** emissions to air, water and soil are minimised; waste is avoided, separated, recycled and otherwise disposed of properly; water is used efficiently; wastewater is treated as required.
- **Hazardous substances:** suppliers comply with REACH and other applicable chemical regulations, declare substances of very high concern (SVHC) above 0.1 % by weight, and store, handle and dispose of hazardous substances safely.
- **Materials:** wood and wood-based materials originate from legal, deforestation-free sources and, as specified by Studiotools, from FSC®-certified and/or PEFC-certified supply chains with a valid Chain-of-Custody certificate; no tropical timber unless agreed in writing. Recycled content is used wherever specified. Lacquers are VOC-free and wood-based panels meet the E1 formaldehyde class as specified; metal parts are powder-coated, not chrome-plated.
- **Packaging and transport:** packaging is minimised, made from recycled and recyclable materials, and deliveries are consolidated wherever possible.
- **Biodiversity:** suppliers avoid adverse impacts on ecosystems, protected areas and natural resources.

6 Business Ethics

- Zero tolerance for bribery, corruption, extortion and embezzlement, including facilitation payments.
- No gifts, hospitality or other advantages that could influence business decisions; conflicts of interest are disclosed to Studiotools.

- Fair competition, accurate business records, protection of confidential information and personal data, and respect for intellectual property – including the designs, drawings and tooling entrusted by Studiotools.

7 Sub-Suppliers

Suppliers communicate the requirements of this Code to their own suppliers and sub-contractors involved in the supply to Studiotools and take reasonable steps to ensure their compliance. Production may only be sub-contracted with the prior consent of Studiotools.

8 Implementation and Monitoring

- This Code forms part of every Studiotools purchase order. By accepting an order, the supplier acknowledges the Code. Suppliers based outside the EU/EFTA confirm the Code in writing at onboarding (acknowledgement on the last page or an equivalent own code of conduct); other suppliers on request.
- Studiotools monitors compliance on a risk-based approach, in particular through certificates (e.g. ISO 14001, FSC®/PEFC Chain of Custody) and self-declarations (e.g. REACH) provided on request, and – where justified – supplier visits or audits with reasonable notice. Suppliers grant access to relevant information for this purpose.
- Suppliers inform Studiotools without delay of any violation of this Code, relevant legal proceedings or significant changes (e.g. relocation of production).

9 Non-Compliance

If a violation is identified, the supplier must (1) take immediate containment measures, (2) submit a corrective action plan with root cause, measures, responsibilities and deadlines – generally within 14 days – and (3) implement it within the agreed period (typically 30 to 90 days, depending on severity), after which Studiotools verifies the effectiveness. Studiotools prefers improvement over exit. Serious violations – in particular forced or child labour, corruption or severe environmental damage – or the failure to remedy violations entitle Studiotools to suspend orders and to terminate the business relationship.

10 Reporting Concerns

Suppliers, their employees and other stakeholders can report suspected violations of this Code – confidentially if they wish – to the management of Studiotools (contact@studio.tools, marked "Confidential – CEO"). Reports made in good faith will not lead to any disadvantage for the person reporting.

11 Review

Studiotools reviews this Code annually and monitors its effectiveness. The current version is published on our website and provided to suppliers on request.

Place, date
Basel, 11 November 2026

Approved by
Reto Schnyder, CEO
Studiotools.io GmbH

Supplier Acknowledgement

We hereby confirm that we have received and read the Studiotools Supplier Code of Conduct (ST-CSR-03, version 1.0), that we comply with its requirements, that we will communicate them to our relevant sub-suppliers, and that we will inform Studiotools without delay of any violation.

Company name

Address

Name of signatory

Position

Place, date

Signature and company stamp

To be returned to contact@studio.tools when requested by Studiotools. Alternatively, suppliers may provide their own code of conduct if it covers equivalent requirements.