



Supplier Code of Conduct

Table of contents

01 Introduction

02 Labor Practices and Human Rights

03 Occupational health and safety

04 Environmental Practices

05 Ethics and Compliance

06 Monitoring and Contact Point


07 SCoC Approval and Revisions

sonova
HEAR THE WORLD

PHONAK

unitron

AudioNova

 **SENNHEISER**

 **ADVANCED
BIONICS**

I. INTRODUCTION

At Sonova Holding AG (collectively with its affiliated companies “Sonova” or “we”), we *envision a world where everyone enjoys the delight of hearing and therefore lives a life without limitations*. In pursuing our vision, we have high standards for the way we conduct business, including with regards to social and environmental responsibility, business ethics and compliance with applicable laws and regulations. This includes respect for fundamental human and labor rights, as well as stringent health, safety, and environmental standards. Sonova promotes the societal and environmental values of the United Nations (hereinafter “UN”) Global Compact and the UN Guiding Principles on Business and Human Rights (hereinafter “UNGPs”) and uses its influence where possible to encourage their adoption.

We commit ourselves to maintain such high standards of ethical conduct when interacting with colleagues, customers, suppliers, business partners, shareholders, and other stakeholders. This commitment is set forth in Sonova’s Code of Conduct (available on www.sonova.com). We expect commitment from Sonova’s suppliers (hereinafter “Suppliers”, and as defined below) to adhere to the same standards as adapted in the present Sonova Supplier Code of Conduct (hereinafter “SCoC”).

This SCoC supplements the Sonova Code of Conduct and defines the standards that must be adhered to by all Suppliers, emphasizing that Sonova views its Suppliers as partners and cares about the way our Suppliers do business when providing goods or services to Sonova. We expect our Suppliers to comply with this SCoC, or standards and principles that are no less stringent than those set out therein. Sonova intends to work with Suppliers to ensure they are able to meet, and exceed, the minimum expectations of this SCoC.

This SCoC does not replace local law or labor agreements. Where compliance with the SCoC would violate local law or collective bargaining agreements, Suppliers are expected to comply with local requirements while seeking to uphold the expectations stipulated in this SCoC, and to inform Sonova of such conflict for potential mitigating measures. Suppliers shall have the appropriate governance organization and procedures in place to ensure compliance with this SCoC and applicable laws and regulations.

The SCoC is based and contributes to the implementation of our commitment to the standards from the UN Global Compact, the UNGPs, the International Labor Organization (hereinafter “ILO”), the UN International Bill of Rights (i.e., the Universal Declaration of Human Rights, International Covenant on Civil and Political Rights, and International Covenant on Economic, Social and Cultural Rights), the UN Children’s Rights and Business Principles, the Organization for Economic Co-operation and Development (hereinafter “OECD”) Guidelines for Multinational Enterprises, the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict and High Risk Areas (hereinafter “OECD Guidance for minerals”), other international standards or accepted good practices as well as applicable local laws and regulations.

The SCoC applies to Suppliers from whom Sonova sources goods and/or services.



2. LABOR PRACTICES AND HUMAN RIGHTS

Sonova is committed to conducting business in a manner that respects the rights and dignity of all people. Our commitment is highlighted in our Sonova Human Rights Policy (available on www.sonova.com) which provides a common framework for the company's responsibility to respect human rights.

Sonova believes all workers in our supply chain deserve a fair, ethical and safe workplace. Workers must be treated with the utmost dignity and respect, and Suppliers must respect fundamental human rights as set out in the Universal Declaration of Human Rights.

Sonova is committed to working with Suppliers who operate in a manner that is consistent with our values and ethical principles, including respect for human rights. As set out in the UNGPs, Suppliers are expected to conduct human rights due diligence on all internationally recognized human rights, which at a minimum includes those expressed in the International Bill of Human Rights and the principles concerning fundamental rights set out in the ILO's Declaration on Fundamental Principles and Rights at Work. The Sonova Human Rights Policy may serve as a useful reference for Suppliers to meet this expectation.

2.1 Child labor

Sonova does not tolerate the use of illegal child labor and will not engage with any suppliers who use such child labor in any of their facilities worldwide. In line with ILO Convention No. 138, employment or work may not be authorized below the local minimum age for legal employment or 15 years (14 in certain countries if this is appropriately justified), whichever is the highest. A condition is that the health,

safety, and morals of the young persons concerned are fully protected and that they have received adequate specific instruction or vocational training in the relevant branch of activity (special protections for young workers). In any case, hazardous work cannot be performed by any children below the age of 18. Suppliers shall guarantee the minimum age for employment is respected for all their direct or indirect, full-time, or part-time employees as foreseen by the ILO principles and applicable national laws.

Sonova supports the development of legitimate workplace apprenticeship programs for the educational benefit of young people, so long as the same comply with all applicable laws and this SCoC.

Suppliers shall have adequate processes in place to verify the age of employees. If a Supplier becomes aware of a child being engaged in prohibited child labor, the Supplier shall establish a suitable plan to support the child, which may involve removing the child from the workplace while continuing to pay salary and the cost of formal or vocational training, accommodation, or other costs as necessary, to the child until adulthood. These policies and programs shall conform to the provisions of the relevant ILO standards.

2.2 Modern slavery

As a global leader in innovative hearing care solutions Sonova has a responsibility to diligently combat slavery and human trafficking worldwide. As such, Sonova is committed to preventing slavery and human trafficking in its corporate activities, as well as combating modern slavery in its supply chain.

Modern slavery is an umbrella term that describes situations where coercion, threats or deception are used to exploit victims and undermine their freedom. Types of modern slavery include trafficking in persons, slavery, servitude, forced labor,

debt bondage, deceptive recruiting for labor or services, exploitative child labor and the worst forms of child labor (as defined in Article 3 of the ILO Convention No. 182).

Suppliers must not engage in worker trafficking or in any other way exploit workers by means of threat, force, coercion, abduction, or fraud. Suppliers must not use forced labor—enslaved, imprisoned, indentured, bonded, or otherwise—in any of its facilities worldwide. Working must be voluntary, and workers must be free to leave work and to terminate their employment status with reasonable notice. Suppliers must not require workers to surrender government issued identification, passports, or work permits as a condition of employment.

Furthermore, Suppliers must comply with bans on products made with forced labor including forced or indentured child labor.

2.3 Disciplinary practices

Suppliers must not engage in or permit physical, verbal, or psychological abuse or coercion as a means of discipline or control. This includes threats of violence, harassment, or unreasonable restrictions on entering or exiting work and residential facilities (where the latter is provided by Suppliers).

2.4 Working hours

Suppliers must ensure that working hours, including overtime, do not exceed applicable legal requirements and where such requirements do not exist, follow the ILO standards with respect to working hours and days of rest.

Suppliers must give time off, breaks, and appropriate leave to their workers in accordance with local laws, ILO standards, collective agreements and/or industry benchmarks, whichever offers more protection to workers.

2.5 Wages and benefits

Suppliers must compensate their workers fairly, in compliance with all applicable laws and regulations relating to minimum wages, overtime hours, and other legally mandated benefits (e.g., paid time off, social security contributions, etc.).

Deductions as a disciplinary measure shall only be taken in accordance with local law. For each pay period, Suppliers shall provide workers with a timely and understandable wage statement that includes sufficient information to verify the accuracy of compensation versus the work performed. Suppliers are also expected to communicate with their employees whether overtime is required and the wages to be paid for such overtime.

Equal pay for equal work must be ensured – temporary workers, contractors or workers on probation shall be entitled to the same compensation as their directly employed, permanent peers.

All use of temporary, dispatch, and outsourced labor must be within the limits of the local law.

2.6 Non-discrimination

Sonova prohibits discrimination based upon a person's ethnic or national origin, religion, sexual orientation, marital status, gender or gender identity, age, disability, and health status, or any other legally protected status—in hiring and employment practices such as wages, promotions, rewards, and access to training. Suppliers must provide a workplace free of such discrimination.

2.7 Freedom of association

Suppliers must respect the rights of workers to associate freely, join workers' organizations (including trade unions), seek representation, bargain collectively, engage in peaceful assembly, or refrain

from any such activities, as permitted by and in accordance with applicable laws and regulations. Suppliers shall ensure that workers can engage in such acts without fear of discrimination, reprisal, intimidation, or harassment. When the law restricts freedom of association and collective bargaining, Suppliers shall pursue other ways of engaging in meaningful dialogue with workers on employment issues and workplace concerns.

2.8 Harassment

Suppliers must not tolerate any form of harassment—whether sexual, physical, or psychological—in the workplace, take all potential incidents seriously, promptly investigate all allegations of harassment, and fairly and adequately impose disciplinary action up to and including dismissal from employment for those found engaging in such conduct.

2.9 Conflict minerals

Conflict minerals refer to certain minerals namely tantalum, tin, tungsten and their ores, and gold that are mined in conflict-affected and high-risk areas, which are characterized by the presence of armed conflict, widespread violence, or other risks of harm to people. Sonova is committed to preventing the use of any conflict materials within our products and supply chain and requires that all its Suppliers shall share this objective, ensuring that minerals contained in products and materials supplied to Sonova originate from conflict free sources. Sonova also follows the frameworks and standards provided in the OECD Guidance for minerals as well as the EU Conflict Minerals Regulation. Suppliers shall be committed to conducting supply chain due diligence to assess risk exposure. It is recommended that Suppliers use the OECD Guidance for minerals as a basis, as it applies to all that supply or use minerals sourced from conflict-affected or high-risk areas.

Suppliers involved in the production of goods shall monitor and, when applicable, report on the utilization and origin of materials regulated by the EU Conflict Minerals Regulation, and all other applicable local regulation and laws to allow for responsible supply chain management of minerals from conflict-affected areas. Suppliers must undertake due diligence procedures to ensure that such laws and regulations are being complied with and must make any such due diligence measures available to Sonova upon request. Suppliers shall cooperate with Sonova in its due diligence process and in responding to any potential requests relating to minerals used in our products.

2.10 No adverse effects on the local community

Suppliers shall conserve the use of natural resources, including water, fossil fuels, minerals and protect the communities, especially indigenous peoples, and environment that surround its facilities. Where conservation is impossible, Suppliers shall consider alternative practices such as modifying production, updating maintenance and facility processes, materials substitution, re-use, recycling, or other means.



3. OCCUPATIONAL HEALTH AND SAFETY

Suppliers must provide their workers with a safe and healthy workplace and must comply with applicable health and safety laws and regulations.

3.1 Exposure to hazards

Suppliers shall identify, evaluate, and control worker exposure to any hazards, in particular hazardous chemical, biological, and physical agents. Potential hazards must be eliminated or controlled through proper design, engineering, and administrative controls, safe work procedures, storage, or preventative maintenance ensuring adequate air circulation, lighting, and temperatures. When hazards cannot be adequately controlled by such means, Suppliers must provide appropriate and well-maintained personal protective equipment to their workers and must ensure the use thereof.

Suppliers must also implement a regular equipment maintenance program. Suppliers must routinely evaluate production and other machinery for safety hazards. Suppliers must promptly resolve identified hazards in order to maintain a safe and healthy work environment.

In addition, Suppliers shall make safety information available to inform, train and protect employees from hazards.

3.2 Emergency preparedness

Suppliers shall identify and plan for potential emergency situations in the workplace and any company-provided living quarters and minimize their impact by implementing emergency plans and response procedures.

3.3 Occupational injury and illness

Suppliers must implement procedures and systems to prevent, manage, track, and report occupational injury and illness including provisions to: encourage worker reporting; classify and record injury and illness cases; provide reasonable medical treatment; investigate cases and implement corrective actions to eliminate their causes; and facilitate return of workers to work.

3.4 Sanitation, food and housing

Suppliers must ensure their workers are provided with reasonable access to clean toilet facilities and potable drinking water. Sanitation conditions should be satisfactory and clean. If Suppliers provide a canteen or other food accommodations, they shall include sanitary food preparation, storage, and eating accommodations. If Suppliers provide residential facilities for their workers, they shall provide clean and safe accommodations, ensuring acceptable living conditions for all employees.

3.5 Health and Safety communication

Suppliers shall ensure that their workers receive appropriate workplace health and safety information and training, which must be accessible to all employees and provided in their primary language.

Suppliers shall obtain, keep current, and comply with all required health and safety permits, and follow applicable operational and reporting requirements.



4. ENVIRONMENTAL PRACTICES

Sonova has made explicit commitments to protecting the planet and pursuing environmentally friendly practices. Suppliers are expected to collaborate with Sonova in the pursuit of achieving environmental targets.

Suppliers must comply with all applicable environmental laws and regulations. Suppliers shall provide products and conduct business operations in a way that protects and sustains the environment while demonstrating accountability and transparency in sustainability practices.

Suppliers are strongly encouraged to measure and monitor their environmental performance, seeking opportunities to reduce their environmental footprint through targets and programs.

Suppliers shall cooperate with Sonova and provide to Sonova any such data and information (e.g. product net and gross weights, component materials, energy consumption, etc.) to enable the reporting of Sonova products/services environmental sustainability data to independent third-party platforms in an anonymized form, as may be required for the purposes of external reporting, benchmarking, and auditing.

Suppliers must obtain and keep current all required environmental permits, licenses, approvals, and registrations, and comply with applicable operational and reporting requirements.

4.1 Energy management

Suppliers shall implement a systematic approach to conserve energy consumption and to reduce the related environmental impacts. Suppliers should implement cost-effective methods for improving energy efficiency and minimizing energy

consumption and are strongly encouraged to choose renewable low-carbon sources to power their operations.

4.2 Climate action

In shared efforts to decarbonize our value chain, Suppliers are strongly encouraged to identify and implement decarbonization strategies and to incentivize their suppliers to do the same.

Suppliers shall quantify, monitor, and disclose their Scope 1, Scope 2, and significant Scope 3 greenhouse gas emissions (hereinafter "GHG"), aligning their GHG accounting to the GHG Protocol framework. Suppliers are also strongly encouraged to align their decarbonization targets to the Paris Agreement and set science-based targets in line with the Science-Based Target initiative (SBTi).

If available, Suppliers shall provide Sonova with specific product / services GHG footprint data to refine Sonova's supply-chain carbon accounting and decarbonization strategy (e.g. suppliers-specific emission factors).

4.3 Water management

Suppliers must implement systems to prevent, properly manage and communicate accidental spills and releases to the environment.

Suppliers shall monitor water sources and consumption while continuously seeking opportunities to reduce water withdrawal.

Suppliers shall implement a systematic approach to identify, control, and reduce wastewater produced by its operations, as well as to prevent the contamination of stormwater runoff.

4.4 Waste management and circular economy

Suppliers must comply with all applicable laws and regulations regarding the labelling, recycling, and disposal of chemicals and materials, especially those materials designated as hazardous waste.

Suppliers shall endeavor to reduce or eliminate waste of all types by implementing appropriate conservation measures in its facilities, in its maintenance and production processes, and by recycling, re-using, or substituting materials. Suppliers shall implement a systematic and sustainable approach to identify, manage, reduce, and responsibly dispose of or recycle hazardous and non-hazardous waste.

Suppliers are strongly encouraged to embrace circularity principles, designing products and components with longer lifetime, limited use of resources, preferring reused or secondary materials. Suppliers are also encouraged to foster product collection, repair, and recycling of used components wherever possible.

Suppliers are encouraged to contribute to waste and packaging reduction by preferring reusable packaging that can be easily returned to Suppliers, or lightweight, size-optimized recycled cardboard – including inserts – due to global ease of recycling. Suppliers shall avoid packaging that is not recyclable or difficult to differentiate. While product quality, safety and reliability must be ensured, unnecessary packaging should be avoided.

4.5 Emissions and pollution prevention

Emissions and discharges of pollutants and generation of waste shall be minimized or, where possible, eliminated at the source.

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals and combustion by-products generated from operations are to be characterized, routinely monitored, controlled, and treated as required prior to discharge. Suppliers shall conduct routine monitoring of the performance of its air emission control systems.

4.6 Biodiversity

Suppliers shall take appropriate actions to ensure protection and stewardship of ecosystems and biodiversity across their operations.

To their best ability possible, Suppliers shall avoid the use of virgin forest products and should not contribute to deforestation.

4.7 Material restrictions

Suppliers must adhere to all applicable laws, regulations, and customer requirements regarding prohibition or restriction of specific substances in products and manufacturing, including labeling for recycling and disposal.

Suppliers shall comply with the EU Directive on Restriction of Hazardous Substances, which governs the use of heavy metals and halogenated compounds in electrical and electronic equipment, and with the EU Regulation on the Registration, Evaluation, Authorization and Restriction of Chemicals for the safe manufacture and use of chemical substances through their life cycle.



5. ETHICS AND COMPLIANCE

Suppliers are expected to conduct their business in accordance with high ethical standards and must comply with this SCoC in all business dealings with Sonova. Furthermore, Suppliers are expected to adopt standards that cover the same principles and content included in our SCoC with their own suppliers and throughout their supply chains.

Adherence to the standards contained in this SCoC is one of the criteria used in the supplier selection and evaluation process before Sonova engages with the given supplier. Sonova performs regular risk analyses based on industry sector, countries of sourcing and operations among other aspects. Such risk analysis includes screening for compliance with the SCoC. In any case, Suppliers shall maintain documentation necessary to demonstrate compliance with this SCoC and must provide Sonova with access to that documentation upon Sonova's request.

5.1 Disclosure of information

All business dealings should be transparently performed and accurately reflected on Suppliers' business books and records. Information regarding workers (especially vulnerable or marginalized ones), health and safety, environmental practices, business activities, structure, financial situation, and performance is to be disclosed in accordance with applicable regulations and prevailing industry practices. Falsification of records or misrepresentation of conditions or practices by Suppliers are unacceptable and may result in the termination of the business relationship.

5.2 Anti-bribery and anti-corruption

Suppliers shall not engage in bribery or corruption whether with a private person or government official in line with Sonova's Global Antibribery Policy, the OECD Anti-Bribery Convention, and the UN Convention against Corruption.

In particular, corruption, extortion, embezzlement and/or grant of unlawful or unethical benefits, in any form or manner, are strictly prohibited. This prohibition includes promising, offering, authorizing, giving, or accepting anything of value, either directly or indirectly through a third party, to obtain or retain business or an improper advantage. Monitoring and enforcement procedures shall be implemented by Suppliers to ensure compliance with anti-corruption laws.

Sonova employees may not accept gifts from persons or entities that deal with the Company if the gift is more than modest in value, or if acceptance of the gift could create the appearance of a conflict of interest.

5.3 Conflict of interest

Suppliers shall disclose to Sonova, and avoid, any situation that could constitute a conflict of interest. Such situations include Sonova employees having interests, professional or private, at any point in the supplier's own supply chain.

5.4 Fair competition

Suppliers must comply with all applicable fair competition and antitrust laws and regulations. In this sense, Suppliers shall conduct their business consistent with fair competition, which means doing business in every relevant market openly and autonomously. They shall employ fair business practices, including accurate and truthful advertising.

5.5 Intellectual property

Suppliers are expected to respect intellectual property rights and safeguard customer information. Suppliers must therefore manage technology and process information in a manner that protects intellectual property rights.

5.6 Data privacy and protection

Suppliers must protect personal information of their business partners, customers, patients, their own suppliers, and others they and, any third party acting on their behalf, do business with. Suppliers must process personal data in compliance with applicable data protection laws, regulations, and best practices by implementing the required technical and organizational measures on a risk-based approach and in such a way that the same is protected from any breach of confidentiality, integrity, availability and/or any third-party infringement and/or improper use.

5.7 Trade sanctions and exports control

Suppliers must identify and comply with applicable trade sanctions and export control laws, including but not limited to the U.S., the EU, and Swiss trade sanctions and export control laws. Sonova does not engage with persons or companies that have been placed by governments on sanctioned party lists.

In agreeing to the SCoC, Suppliers:

- Confirm that they do not source any materials that fall under a Withhold Release Order, issued by the US Customs and Border Protection;
- Confirm that neither they nor their affiliated companies, shareholders, directors or officers have been previously, or are currently, placed on one of the following restricted

parties lists (hereinafter "Restricted Party"): the U.S. List of Specially Designated Nationals ("SDNs") and Blocked Persons, maintained by the U.S. Treasury Department Office of Foreign Assets Control (hereinafter "OFAC"); the Debarred List and non-proliferation sanctions lists maintained by the U.S. State Department; any other sanctions-related list maintained by OFAC or the U.S. Department of State, the U.S. Commerce Department's Entity List, Denied Persons List, or Unverified List; the EU Consolidated List of Designated Parties; the UK Office of Financial Sanctions Implementation sanctions list; the Sanctions and Embargoes List of Switzerland; and any other similar restricted party list maintained by relevant regulators under applicable sanctions and export controls;

- Confirm they are not currently owned 50% or more, individually or in the aggregate, by one or more Restricted Parties; and
- Shall immediately inform Sonova by email (using the email address: compliance@sonova.com) if during the course of dealings with Sonova: (i) they, their affiliated companies, shareholders or directors are placed on one of the restricted parties' lists referenced above; or (ii) they become owned 50% or more, individually or in the aggregate, by one or more Restricted Parties.



6. MONITORING AND CONTACT POINT

Sonova reserves the right to undertake assessments and audits (or engage a third party to audit on their behalf), upon reasonable prior notice, with all Suppliers, to verify the compliance with the requirements of this SCoC.

Under certain circumstances, where Suppliers have shown and continue to show a material commitment to improvement, Sonova is willing to work with them to bring about improvements through engagement and collaboration. This may include audits, development, and progress monitoring of corrective action plans, referring Suppliers to external experts and other reasonable improvement plans.

Suppliers are strongly encouraged to provide and communicate on an anonymous complaint mechanism for employees to report workplace grievances, including any concerns of illegal activities in the workplace, and to protect whistleblower confidentiality where permitted by law. Suppliers must prohibit retaliation where a complaint is made in good faith and there must be no intimidation or harassment. Suppliers shall investigate and take corrective action if needed and within a reasonable timeframe and inform Sonova of cases which concern its business.

Subject to any restriction imposed by law, suspected or perceived violations of regulations, laws and the standards and principles set out in this SCoC including any policies mentioned herein, shall be promptly reported confidentially through the Sonova SpeakUp platform (<http://speakup.sonova.com>), an independent compliance hotline where anyone who has a legitimate concern can freely speak up anonymously, without fear of retaliation.

Specific questions regarding this SCoC and any policies mentioned herein can be addressed to compliance@sonova.com

7. SCoC APPROVAL AND REVISIONS

This SCoC was approved by the Management Board of Sonova. It replaces previous versions of the Sonova Group Supplier Principles ("SGSP") and is effective as of September 1st, 2024.

Sonova reviews the SCoC periodically to ensure its adoption and implementation by its Suppliers and to guarantee that it reflects developments in relevant legislations and regulations as well as application of best practices. All revisions will be published on www.sonova.com and communicated to Suppliers. The revisions will become binding on Suppliers upon their communication. Sonova may periodically request Suppliers to formally certify their compliance with the SCoC and Suppliers shall disclose in writing to Sonova any exceptions to their certification.

Appendix: GLOSSARY OF TERMS

Conflict-affected and high-risk areas: As defined in the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, conflict-affected areas and high-risk areas are identified by the presence of armed conflict, widespread violence or other risks of harm to people. Armed conflict may take a variety of forms, such as a conflict of international or non-international character. High-risk areas may include areas of political instability or repression, institutional weakness, insecurity, collapse of civil infrastructure and widespread violence. Such areas are often characterized by widespread human rights abuses and violations of national or international law.

Conflict Minerals: Minerals containing tin, tantalum, tungsten or gold or metals from conflict-affected and high-risk areas.

Forced labor: As defined by ILO Convention No. 29, forced labor is work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily.

Supplier: In the context of this SCoC, a Supplier is an individual or business entity that provides goods, services, or raw materials to Sonova. In a commercial context, a supplier is typically a third-party entity that produces or sources products or services for sale or use by another business, known as the buyer or customer.

Trafficking in persons: As defined by the UN Palermo Protocol, human trafficking, or

trafficking in human beings, is the recruitment, transportation, transfer, harboring or reception of persons, including the exchange or transfer of control over those persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation.

Virgin forest: Also referred to as primary forest, old-growth forest, late real forest, primeval forest, or first-growth forest, a virgin forest is a forest that has attained great age without significant disturbance of its ecological processes from human activity.

Worst forms of child labor: As defined in Article 3 of the ILO Convention No. 182, worst forms of child labor refer to all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labor, including forced or compulsory recruitment of children for use in armed conflict; the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances; the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties; or work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.

Supplier Certification to Sonova

Instructions: Please read the Sonova Supplier Code of Conduct (hereinafter "SCoC") above prior to completing this Certification.

On behalf of the Supplier, its group, and affiliated companies, the undersigned acknowledges and certifies the following:

- I have read and understand the SCoC.
- I hereby confirm that each of our facilities that supplies goods or services to Sonova complies with the standards and principles set forth therein, or its own standards and principles that are no less stringent than those of Sonova.
- to the best of my knowledge and belief, neither I, nor our directors, officers, employees, or contractors engage in any activity or have any interests, which violate the SCoC.

Name:

Title:

Company name:

Company address:

.....

.....

Signature:

Sonova AG
Laubisruetistrasse 28
8712 Staefa
Switzerland

Phone +41 58 928 01 01
Fax +41 58 928 33 99
Email compliance@sonova.com

Website www.sonova.com

Our Core Brands

PHONAK **unitron.**

AudioNova 

 **ADVANCED
BIONICS**

Licensed Brand

 **SENNHEISER**