

January 7, 2021

Alpes Lasers SA, a Switzerland based manufacturer of infrared laser products, is committed to conducting its business in an ethical, legal, environmentally and socially responsible manner. All our activities comply with all applicable domestic and international laws and regulations, industry standards, and all other relevant statutory requirements whichever requirements impose the highest standards of conduct. Our behaviour is informed by internationally recognized principles such as the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the UN Global Compact, the OECD Guidelines for Multinational Enterprises and the International Labour Organization's fundamental conventions.

In particular, this documents lists a series of regulations that are actively followed by Alpes Lasers in a non-exhaustive manner.

Anti-Corruption/Anti-Bribery Alpes Lasers will not, directly or indirectly, engage in any act of corruption, extortion or embezzlement, nor in any form of bribery. This includes but is not limited to the promising, offering, giving or accepting of any improper monetary or other incentive such as bribes, unreasonable business entertaining and gifts as well as kickbacks. The same behaviour is expected of its suppliers.

Anti-Trust/Free Competition Alpes Lasers commits to the principle of free competition and will not engage in collusive bidding, price fixing, price discrimination, or other unfair trade practices, as defined in the Swiss Unfair competition law and Swiss Cartel Law.

Child Labor Avoidance Alpes Lasers shall not, under any circumstances, use child labor as defined by ILO and United Nations Convention and/or national law, whichever is more stringent.

Non-Discrimination Alpes Lasers shall strictly adhere to all applicable laws and regulations prohibiting discrimination in hiring and employment on the grounds of gender, age, religion, political opinion, union affiliation, health condition, national or social origin, sexual orientation, ethnicity or color or other basis prohibited by law.

Anti-Slavery and Anti-Trafficking Alpes Lasers has policies and procedures that assure that its employees and contractors are not subject to human trafficking and slavery.

RoHS directive All lasers offered for general sale by Alpes Lasers after January 1st 2014 are RoHS-compliant.

REACH directive All products delivered by Alpes Lasers are compliant with the REACH directive as implemented by the European Chemicals Agency (ECHA).

WEEE As required by the Waste Electrical & Electronic Equipment (WEEE) Directive 2012/19/EU, users of Alpes Lasers product have the possibility of returning the products at Alpes' facility free of charge (transport not included).

Conflict Materials Alpes Lasers can provide on request a Conflict Materials Reporting Template for its standard product.

Olivier Landry , Customer Relations