

Preamble

Sellita Watch Co S.A.'s relationship with all its business partners (suppliers, subcontractors and commercial allies) is based on fair, honest and mutually beneficial negotiations, thus contributing to the realization of high quality products.

Sellita Watch Co S.A. and its customers share the desire to work in a more ethical and responsible manner. Our commitments require the involvement of the entire supply chain.

In this context, Sellita Watch Co S.A. (hereinafter "Sellita") expects all its business partners to adhere to the fundamental ethical values and to ensure that their own activities comply with the principles and practices set out below.

1. Working conditions and social responsibilities

1.1 Human Rights

Suppliers shall adopt and apply fair and ethical working conditions, respecting the fundamental principles of human rights recognized worldwide. In doing so, they must respect national and international commitments such as the International Labor Organization (ILO) conventions and the Universal Declaration of Human Rights (UDHR).

1.2 Discrimination

Suppliers shall treat their workers equally and fairly.

Suppliers shall not discriminate in recruitment, wages, benefits, promotion, discipline, termination or retirement on the basis of race, color, religion, origin, nationality, disability, gender, sexual orientation, age, union or political affiliation.

1.3 Anti-harassment and abuse

Suppliers shall act with respect and dignity towards their employees.

Suppliers shall not subject any person to harassment, mobbing or threats of violence. They shall not use financial penalties or other forms of abuse, coercion or intimidation, whether verbal, sexual, physical or psychological.

1.4 Freely chosen employment

Suppliers shall not use forced, bonded or indentured labor and shall not engage in modern forms of slavery. The withholding of identity documents or work permits, or the demand for any kind of bond from workers is prohibited. Each worker is free to accept or leave a job. Suppliers should monitor relationships with recruitment agencies to prevent human trafficking.

1.5 Child labor

Suppliers shall not employ children under the age of 15, or under the age of completion of compulsory education. They shall comply with the legal provisions concerning young workers. A young worker is defined as a person between 15 and 18 years of age. Suppliers shall have specific procedures in place for their safety and shall comply with any prohibitions against them.

1.6 Wages and benefits

Wages and all social benefits provided for by law (health insurance, accident insurance, other social insurance, and pensions) shall at least correspond to the national legal minimums or to the standards of the industry concerned, in line with the most advantageous conditions.

Piece-rate workers must receive a daily wage at least equal to the legal minimum daily wage. If there is no legal minimum wage in the country where the supplier operates, the supplier must ensure that wages and overtime are at least equal to the average minimum in the relevant industry sector.

No deductions from wages shall be made for disciplinary reasons or for reasons not provided for by national law. Suppliers must pay overtime at a normal or premium rate, depending on the applicable legal provisions. Overtime shall always be worked on a voluntary basis.

1.7 Working hours

Suppliers shall comply with applicable local laws and regulations regarding working hours. In no case may they exceed the maximums set by internationally recognized standards such as those of the International Labor Organization. The total number of hours worked per week, including overtime, may not exceed the legal limits. Workers are entitled to the

minimum number of days of leave established by the applicable legislation, including maternity, paternity and family leave. They must have at least one day off every seven days.

1.8 Freedom of Association

Suppliers must not deprive employees of the freedom to join a peaceful workers' union or an association involved in collective bargaining.

1.9 Health and Safety

Suppliers shall provide safe and healthy working conditions, in compliance with the law and any other regulations in use in the specific sector of activity. All measures must be taken to guarantee the safety and health of the employee in the sense of the application of the standards currently in force.

Suppliers must have a process to identify health and safety risks related to their activities, assess them and implement appropriate risk mitigation measures. Employees must be informed of significant health and safety risks.

Suppliers must ensure the safety of all their employees through appropriate procedures, training and emergency materials according to applicable legislation (fire alarms, emergency exits, emergency drills, access to personal protective equipment, etc.).

Workers must have access to drinking water, adequate sanitary facilities, including separate toilets for men and women. Suppliers must take appropriate measures to protect pregnant or nursing women and young workers.

Suppliers shall investigate all workplace accidents of their employees to identify the causes and determine the corrective measures necessary to prevent recurrence.

2. Professional integrity

Suppliers must act in a spirit of trust and adhere to ethical business principles such as business confidentiality, respect for intellectual property, truthfulness and veracity of information, transparency and compliance with commitments. These principles are the foundation of a stable and long-lasting business relationship with Sellita.

2.1 Legal requirements

Suppliers must comply with all laws, standards and regulations applicable to their activities in all countries where they operate. They must put in place appropriate systems to monitor and control their compliance. In the event of a discrepancy between the applicable laws and this Code of Conduct, the stricter rule applies.

2.2 Anti-corruption

Suppliers are prohibited from offering their Sellita contacts and other business partners any advantage in the form of financial support, a percentage, a bribe or other payment that may call into question the objectivity and fairness of business decisions. They shall comply with the anti-corruption laws, regulations and standards in all countries where they operate.

Suppliers must take appropriate measures to prevent, detect and punish any acts of bribery or influence peddling within the scope of their activities.

Suppliers must implement a policy of non-criminalization of employees to protect those who blow the whistle or refuse to be involved in an act of corruption.

2.3 Money Laundering and Terrorist Financing

Suppliers shall comply with the due diligence requirements of the Anti-Money Laundering and Anti-Terrorist Financing Act. They undertake to do business only with reliable and trustworthy customers, suppliers and business partners whose activities comply with legal requirements and whose financial resources have a legitimate origin. We require our suppliers to take all appropriate measures to prevent their operations from being used as a vehicle for money laundering.

2.4 Conflicts of Interest

Suppliers comply with all applicable legislation regarding conflicts of interest. They shall take the necessary measures to prevent the occurrence of situations that create a conflict of interest in the context of their collaboration with Sellita.

2.5 Import-export and trade restrictions

Suppliers shall comply with applicable laws, standards and regulations regarding the export and import of goods, products or services. In particular, they do not do business with entities subject to economic and trade sanctions or national or international restrictions.

2.6 Respect for competition

Suppliers shall comply with the competition laws applicable in the countries in which they operate. This includes the prohibition of abuses of a dominant position, concerted practices or illegal agreements between competitors.

2.7 Data Protection and Confidentiality

Suppliers shall comply with applicable data protection laws and regulations. Suppliers shall implement appropriate technical and organizational measures to protect personal data in their possession from unauthorized or unlawful processing, and from accidental loss, destruction, damage, alteration or disclosure.

Suppliers must immediately report any unauthorized use, disclosure or loss of Personal Information belonging to Sellita to their Sellita contact.

2.8 Intellectual Property Rights

Suppliers must respect the intellectual property rights of others and agree to take all necessary steps to ensure the confidentiality of trade secrets and other non-public information disclosed in the course of their business relationship with Sellita.

3. Environment

3.1 Environmental Compliance and Approvals

Suppliers must comply with all applicable environmental laws and regulations. All required approvals, licenses and permits for operations must be obtained prior to the start of operations. Mandatory records and monitoring (e.g., for discharge of pollutants) shall be maintained and retained.

Suppliers shall use appropriate methodologies to identify, assess and prevent environmental risks in their operations. They shall put in place the measures and processes necessary to reduce their environmental impact.

3.2 Natural resources and pollution

Suppliers must constantly try to reduce their consumption of natural resources (e.g. fuels or plastics from fossil resources, water) as well as the pollution they cause (waste, atmospheric emissions, discharges into water, etc.). Suppliers will favor the circular use of raw materials, reuse and recycling.

Wherever possible, suppliers will implement practices such as the addition of pollution control equipment, process modification or source reduction, among others, to reduce or eliminate discharges or emissions.

3.3 Energy Consumption and Greenhouse Gas Emissions

Suppliers must implement measures to improve energy efficiency and reduce energy consumption. They must monitor their greenhouse gas (GHG) emissions and set targets for reductions. Suppliers may use recognized GHG accounting protocols such as the Greenhouse Gas (GHG) Protocol.

3.4 Water

Suppliers must implement a responsible water management program that collects, characterizes, monitors and records data on water sources and discharges according to their uses. Wastewater shall be treated and purified as required by local law prior to discharge.

3.5 Waste

Suppliers shall implement a systematic approach to identify significant sources of waste, and responsibly manage, reduce and dispose of identified waste. Where possible, apply the principles of circular economy (reduce, reuse, recycle and recover).

3.6 Chemicals

Suppliers must adapt their processes and improve their practices to reduce the environmental and health and safety impacts associated with the use of chemicals. Suppliers shall actively monitor changes in laws and regulations to ensure that their products are safe for workers and end users.

Suppliers must maintain an inventory of hazardous substances used in their facilities. Safety data sheets must be available wherever products are used.

Suppliers shall ensure that all persons who use chemical substances in their facilities are informed of the risks, the intended disposal, and the protective and emergency means to be used for each of them.

3.7 Biodiversity and Communities

Suppliers must take measures to preserve biodiversity. They shall analyze their impact on biodiversity in order to reduce and avoid them.

Suppliers shall seek to prevent and minimize the negative impacts of their business activities on local communities. They shall strive to foster social and economic development and contribute to the sustainability of the communities in which they operate.

4. Responsible supply chain

4.1 Transparency and traceability

Suppliers of raw materials and components should be involved in the supply chain to increase transparency. Wherever possible, suppliers should be able to provide data and information on the traceability and source of components or materials upon request.

4.2 Conflict minerals and due diligence

Suppliers of raw materials or components containing conflict minerals (tantalum, tin, tungsten and gold), as well as other metals that may originate from conflict or high-risk areas, must follow international due diligence principles to ensure the ethical sourcing of their materials.

Suppliers shall ensure that they use only gold, tantalum, tin, tungsten or cobalt smelters and refineries that are recognized as compliant with the Responsible Minerals Assurance Process (RMAP) or equivalent certification.

4.3 Restricted Substances

Suppliers shall comply with all applicable laws and regulations relating to the restriction and registration and, where applicable, authorization or notification of chemical substances contained in the final product or production process under the legal requirements that apply to the relevant market (e.g. EU REACH Regulation). They provide proof of compliance.

Suppliers communicate spontaneously about restricted or risky substances in the delivered parts to secure the handling of their products in the supply chain.

5. Implementation and Compliance

5.1 Enforcement

Suppliers must communicate the provisions of this Code of Conduct to their employees, subcontractors and other business partners with whom they have a business relationship. They must ensure that these provisions are integrated into their respective operations.

Communication through a supplier's own Code of Conduct is possible as long as all information is provided. Suppliers shall designate a person responsible for the implementation of the Code of Conduct within their company.

5.2 Divergence

Suppliers shall proactively report any existing or potential discrepancies between current activities and the requirements set forth in this Code. If necessary, a corrective action plan must be submitted to Sellita for evaluation.

5.3 Evaluation

Sellita reserves the right to request information from its suppliers to verify compliance with this Code of Conduct. This verification may take the form of a self-assessment by the supplier or another form. Upon request, suppliers will certify the information provided to Sellita in writing.

Suppliers shall keep sufficient records to prove compliance with this Code of Conduct, and the records made available shall be complete, accurate and authentic.

5.4 Supplier's Declaration of Compliance

Suppliers are required to sign a declaration of compliance attesting to their awareness of and compliance with the principles and requirements of the Code of Conduct in its most recent version.

5.5 Reporting

Suppliers must establish a complaint and/or reporting process for their employees and business partners to report any breaches of the Code of Conduct. The process must be confidential and free from retaliation.

5.6 Non-compliance and sanctions

Compliance with the requirements of this Code is essential for the selection of its suppliers. Sellita reserves the right to terminate its business relationship with a supplier in the event of serious or repeated violations.

La Chaux-de-Fonds, June 2022

Sellita Watch Co S.A.

Miguel Garcia

SUPPLIER'S DECLARATION OF CONFORMITY

We, the undersigned, hereby confirm:

1. We have received and taken due note of the contents of the 2022 version of Sellita's Supplier Code of Conduct and undertake to comply with all the principles and conditions of the Code in addition to the commitments made in our supply contracts with Sellita.
2. Undertake to ensure that the contents of the Code of Conduct are effectively communicated to all employees, subcontractors and suppliers with whom we work in connection with the supply of goods to Sellita, and undertake to exercise due diligence to ensure compliance with this Code.

Supplier Name:

Supplier Address:

Country:

Name of Supplier Representative:

Supplier Representative Title:

Date and Place:

Signature :

Company Stamp:

The Declaration of Conformity must be signed by a legal representative of the supplier and returned to Sellita's designated contact within 15 business days of its receipt.