

Mettler-Toledo International Inc.

Business Partner Code of Conduct

This Business Partner Code of Conduct (“Code”) applies to all our business partners, including our sales channel partners and our supply chain partners. Compliance with this Code is a condition of doing business with us. It prevails over and is in addition to or modifies the terms of your METTLER TOLEDO Agreement. METTLER TOLEDO may update this Code from time to time, and you may always find the most current version at www.mt.com/policies.

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1. Introduction

1.1 Our Own Commitments

METTLER TOLEDO is committed to conducting its business ethically, legally, and in a socially and environmentally responsible manner.

At www.mt.com/policies, we publish: more details about our commitments in our Ethical, Social, and Quality Standards; the Code of Conduct applicable to our own employees; and various other policies on related topics. Additionally, we disclose our performance on certain of these topics in our annual Corporate Responsibility Report, available at www.mt.com/sustainability.

1.2 What We Expect of Our Business Partners

We expect you, as our business partner, to share in these commitments, as outlined in this Code. You must work with your own business partners to ensure they also strive to meet the principles of this Code or equivalent principles, and you may not partner with businesses known or reasonably believed to be in violation of this Code.

This Business Partner Code of Conduct applies to all your activities in your business relationship with us and defines the minimum standards of business conduct and practice we expect you to comply with in your relationship with us. You must also comply with all applicable laws, regulations, and codes of the countries in which you operate.

Failure to comply with the terms of this Code is a material breach of your agreement with us and may result in the termination of your relationship with us.

Contact

Any questions related to this Code can be addressed using the contact information available at www.mt.com/sustainability. You may also report violations of this Code to our Ombudsman using the contact listed at www.mt.com/policies.

2. Compliance and Cooperation

2.1 Requests for Information

We may request information about your compliance with this Code at our discretion or as required by law. You must provide timely and complete responses to these information requests and must cooperate with all reasonable follow-up requests for more information or corrective actions. We also reserve the right to verify your compliance with this Code through audits or other assessment mechanisms.

2.2 Material Content and Origin

We expect you to be able to disclose the material content and origin of all materials provided to us. You must perform a reasonable country of origin inquiry throughout your full supply chain back to origin and provide it to us upon request. We expect you to perform appropriate due diligence to assess whether your sourcing activities directly or indirectly benefit armed conflict or human rights violations.

3. Environment

3.1 Resource Efficiency

We expect you to do business in an environmentally responsible manner that minimizes adverse impacts on the environment. This includes optimizing the use of natural resources, such as energy, water, chemicals, and raw materials, avoiding the use of hazardous materials where possible, and engaging in activities that reduce or reuse and recycle. We encourage you to adopt environmental management policies and procedures, to track environmental performance and define reduction targets for waste, energy, and greenhouse gas emissions.

3.2 Compliance and Control

You must obtain, maintain, and keep current all required environmental permits, licenses, and information registrations, and follow their operational and reporting requirements. You must monitor, control, and treat as required all wastewater, solid waste, air emissions, and hazardous substances generated from operations, industrial processes, and sanitation facilities prior to discharge or disposal.

You must adhere to all applicable laws and regulations regarding the prohibition or restriction of specific substances (such as hazardous materials) including labeling laws and regulations for recycling and disposal.

GreenMT

We encourage you to read about our own sustainability goals and progress in our annual Corporate Responsibility Report. Our current and past years' reports are available for download at www.mt.com/sustainability.

4. Ethical Conduct

4.1 Integrity

You must be committed to the highest standards of ethical conduct when dealing with workers, suppliers, customers, and business partners. We expect the highest standards of integrity in all business interactions. All forms of corruption, extortion, and similar practices are prohibited.

4.2 Fair Competition

We expect you and your employees to compete fairly and ethically for all business opportunities. You must uphold standards for fair business, advertising, and competition. Your employees involved in the sale of our products and services must ensure all statements, communications, and representations to clients are accurate, complete, and truthful.

4.3 Intellectual Property (IP) and Confidentiality

You must respect third party intellectual property rights; transfer of technology and know-how must be done in a manner that protects intellectual property rights. You must maintain the confidentiality of METTLER TOLEDO and third-party confidential and proprietary information, and only use such information for authorized purposes. You must use appropriate means to safeguard our information. You must comply with privacy and information security laws and regulatory requirements when you collect, store, process, transmit, and share personal information.

4.4 Corruption

You must not offer, pay, request, or accept bribes (including facilitation payments) or participate in other illegal inducements in business or government relationships. When dealing with others, including our business associates, you must exercise reasonable due diligence to ensure they will not offer, pay, request, or accept illegal inducements, including bribes. You must comply with all applicable anti-bribery laws.

4.5 Books and Records

Accurate and reliable financial and business records are critical, and you must ensure all submissions you make to METTLER TOLEDO – for example orders, sales reporting, and other information – are complete and accurate.

4.6 Reporting and Whistleblowing

You must ensure channels are available for your employees to report concerns and illegal activity in the workplace without the fear of any form of harassment or retaliation. You must ensure any such report receives appropriate and responsible consideration and follow-up.

We Perform With Integrity

We Perform with Integrity is one of our core values. We encourage you to read our own commitments to ensuring ethical conduct throughout our operations in our Ethical, Social, and Quality Standards and in our Code of Conduct, both of which are available at www.mt.com/policies.

5. Labor and Human Rights

5.1 Health and Safety

You must be committed to creating safe working conditions and a healthy work environment for all of your workers.

You must protect workers from over-exposure to chemical, biological, and physical hazards. Physical hazards include noise, temperature extremes, inappropriate illumination, radiation, ergonomics, air quality, and vibration. Worker exposure to physically demanding tasks must be evaluated and controlled. You must provide appropriate controls, safe work procedures, preventative maintenance, and protective measures to mitigate health and safety risks in the workplace. These measures must include providing your employees with personal protective equipment and ensuring information and training are available to your employees who work in hazardous areas or with hazardous substances.

You must ensure your employees have access to clean drinking water and hygienic toilet facilities. If you provide sleeping accommodations or living quarters to your employees, those accommodations must be safe, clean, and protect the privacy of your workers.

5.2 Planning and Assessments

You must identify and assess emergency situations and minimize their impact by implementing emergency plans and response procedures (including emergency reporting, employee notification and evacuation, worker training, fire detection and suppression equipment, and adequate exit facilities). These assessments must address any sleeping accommodations or living quarters and all other facilities you provide to your employees.

5.3 Human Rights

You must commit to uphold the human rights of workers and employ them according to local working laws and regulations.

5.4 Equal Opportunities

You are expected to create and maintain an environment where all employees are treated with dignity and respect. You must provide your employees with a work environment free of coercion, discrimination, and harassment. You must commit to a workforce that values equal employment, economic inclusion, and diversity at all levels of management and is free of discrimination in hiring and employment practices.

5.5 Remuneration and Working Hours

You must follow all local laws concerning working hours and remuneration, including all requirements: restricting working hours (e.g. maximum working hours); protecting time off, mandating breaks and leaves from work; mandating additional compensation for working overtime; and mandating a minimum, living, or decent wage.

5.6 Freedom of Association

You must follow all local laws concerning the rights of workers to collectively bargain, associate freely, join or not join labor unions, seek representation, and join workers' councils.

5.7 Freely Chosen Employment

All employment must be freely chosen and the terms and conditions of the working relationship with your employees must be in writing and available to them. You may not require employees to give up possession of personal documents, including identification papers, as a condition of working for you. You must neither use nor support child labor, prison labor, or forced, indentured, involuntary, or slave labor. You must not condone or engage in the illegal trade or trafficking of human beings for purposes of commercial exploitation. You must not use any form of physical or corporal punishment, or other inhuman or harsh treatment on your employees.