

Code of Business Conduct



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Foreword

Dear Colleagues,

Stäubli's Code of Business Conduct contains the principles and policies to which Stäubli has committed itself and sets the basic framework for our daily work.

We want to have a leading position and be successful in the market segments in which we operate. We also want to differentiate ourselves from competitors through excellence in Product Development and Production, as well as in Sales and Customer Service. We strive to generate sustainable profit as the basis for our growth strategy and independence, creating value for our shareholders, customers and employees.

We are firmly convinced, however, that we can only be successful in the long-run if our business conduct is both ethical and legal. This simply means that if an activity intended to support the achievement of a business goal is in conflict with ethical or legal criteria, we give priority to these criteria and cease participating in such an activity.

Illegal actions, irresponsible behavior and carelessness can all cause damage to our reputation in the market place as well as amongst our own employees, future job candidates and shareholders, which can negatively impact trust and confidence.

This Code of Business Conduct intends to provide a framework and guidance for your daily work. Every Stäubli employee is expected to know and understand this Code. And we ask all employees to comply with the applicable laws, as well as internal directives.

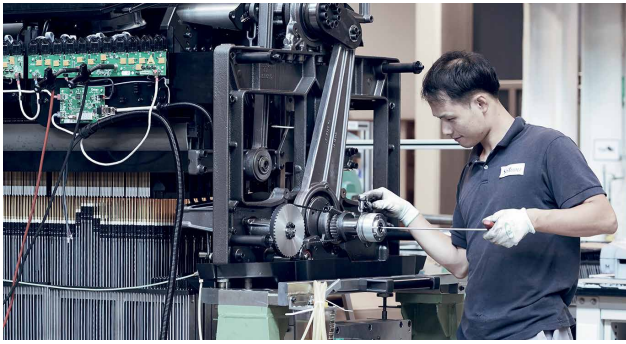
We commit to a sustainable and responsible development of our business.

Sincerely,

Dr. Jakob Baer
Chairman of the Board

Rolf Strebler
CEO





Principles

Compliance with laws

We comply with all applicable laws and regulations of the countries where we operate and we make sure that our employees are aware of the laws relevant to their roles.

We are also sensitive to the cultures and customs of the countries and communities where we do business.

Business integrity

Fairness and conflicts of interest

Apart from simply abiding by the law in our actions, our decisions must transparently give preference, to fairness and the company's interests as well as those of its stakeholders. Personal interests must not interfere with the interests of the company.

We refrain from all activities and actions that could be considered as supporting or encouraging any form of tax fraud or tax evasion.

Contractual obligations and documentation standards

Stäubli honors its contractual obligations and ensures that transactions are timely and accurately documented in conformity with legal requirements and applicable accounting standards. Employees will not commit Stäubli to contractual obligations which are beyond the scope of an employee's internal authority. Company reports, records, contracts and accounts are prepared and properly stored in accordance with applicable laws and the relevant company standards.



Fair Competition, Antitrust

Competition law

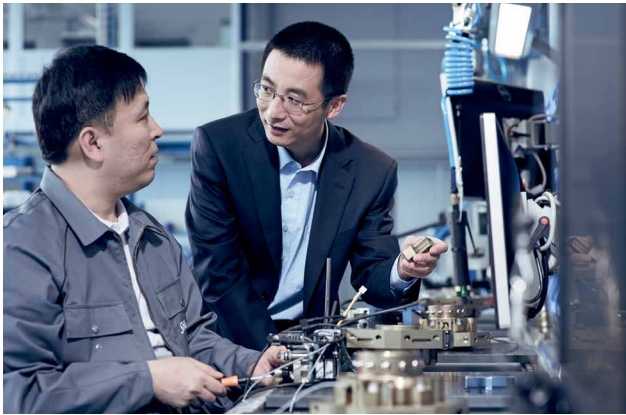
We expect all our employees to comply with competition law. Competition laws apply to all business arrangements, irrespective of whether they are in written, oral or any other form.

All employees are required to comply with the international and national laws safeguarding fair competition. This includes in particular the provisions on unfair competition and anti-trust laws. Agreements with competitors on prices, terms of sale, quantity restrictions, sharing territory and on offers in public tenders, etc., are strictly prohibited. Any other exchange of information that could limit fair competition must also be avoided. Contacts with our competitors should be kept to a minimum. Furthermore, we

do not discuss strategies with our competitors or exchange sensitive business or technical information with them. This is especially true at professional and industry association events. We only exchange information with joint venture partners insofar as this is necessary to achieve the business purpose of the joint venture.

Loyalty

We commit ourselves to our partners and employees in full transparency and with full knowledge of the facts. Hence, we establish honest and loyal professional relations, fully respecting the principle of fair competition.



Corruption and Bribery

Defining the term

Stäubli prohibits all forms of corruption, such as bribery, and the granting or acceptance of other benefits, regardless of whether they are provided directly, through intermediaries or to private persons or government officials. The prohibition applies in particular to giving (active bribery, granting of favors) or accepting (passive bribery, receiving bribes) gifts for the purpose of gaining an illegal advantage or obtaining a favorable decision.

Corruption is a criminal offense. It is possible that an employee may also be prosecuted at his

or her place of work, or in third party countries, even if the corruption took place in a different location.

Stäubli approves gifts, services and entertainment solely as proper and legal business courtesies, provided they are consistent with customary practice, not in contravention of any applicable law and not made with the purpose to gain an illegal advantage or to obtain a favorable decision. This both applies to accepting and providing gifts, entertainment or unpaid services. We must not use other people to circumvent any of the above.

International trade restrictions and Export control

Governments and international bodies may impose temporary trade restrictions and boycotts affecting certain products, which apply to countries or individuals. Stäubli recognizes the decisions of the international community.

We operate our business activities solely in accordance with international regulations and do not export any goods or technologies affected by trading restrictions. In exceptional cases, individual products may be used for military purposes (so-called dual-use goods). The relevant export control regulations must be observed for such

products. Specific directives of the Executive Committee have to be adhered to.



Employment

Diversity

We acknowledge and appreciate our ethnical, cultural and philosophical diversity as a fundamental asset of our company. We offer everyone the same chance of integrating and succeeding.

Discrimination and harassment

Stäubli is committed to keeping its workplaces free from discrimination and harassment. We do not tolerate discrimination based on sex, religion, creed, national origin, disability, age, sexual orientation, physical

or mental disability, family status, political views or any other characteristics protected by law. The term harassment comprises any form, including verbal, physical, mental, visual and electronic harassment.

Development

The principle of subsidiarity applied within Stäubli leads to responsibilities being widely delegated. This principle, combined with a determination to promote internally, must enable all our employees to develop their skills and fulfill their professional potential.



Environment, Health and Safety

Occupational Health and Safety

We pay great attention to the quality of working conditions and occupational health and safety as these are essential factors for our employee's professional effectiveness. We commit to safe work procedures and practices and respect all respective laws and regulations in place. We commit to providing our employees with appropriate training or other support to achieve this.

SUSTAINABLE Performance: Social and environmental awareness

We recognize that the key to Stäubli's longevity and prosperity is a well-managed balance between the interests of the various stakeholders in Stäubli (shareholders, customers, employees and suppliers) and the protection of our natural and social environment. We are committed to a responsible and efficient use of energy and natural resources in all our operations and when designing our products. We also encourage our suppliers to do the same.



Intellectual Property and Confidentiality

Confidentiality

In order to optimize concepts, processes, products and services, we share our knowledge within multidisciplinary teams while keeping all elements of our activities confidential. Each employee and business partner entrusted with confidential information is responsible for carefully using and protecting both confidential information belonging to our company and confidential information received when working with business partners.

The private nature of our shareholding prompts us to a considerable degree of confidentiality with regard to the company's strategic and financial data, particularly those concerning our assets and our expertise.

Intellectual Property

Since innovation is the driving force in our progress, we are developing a worldwide policy of dynamic industrial protection while scrupulously respecting others' intellectual property. We will protect all company assets, property, trade secrets and resources securely and will only apply and use them for our company's business activities and not for our own personal gain.



Responsibilities and consequences of infringements

To whom does this code apply?

This Code of Business Conduct applies to all officers and employees of companies under the management control of Stäubli. It is an integral component of the contract of employment. It will be handed out to all current and new employees when they commence their employment.

Employees' responsibilities

All employees must read, understand and apply the Code of Business Conduct, wherever they work and whatever situation faces them. They should raise any questions about this Code of Business Conduct with their managers, or with Human Resources as appropriate.

Managers' responsibilities

Managers must ensure their employees have read, understood and applied the Code of Business Conduct in their work activities, providing training and support as required. Managers and supervisors must act as role models for their staff by adhering to the principles set out in the Code of Business Conduct.



Inquiries and reporting Code of Business Conduct violations

If an employee has any doubt about the proper action to be taken he or she shall consult with their superior or seek advice from the Legal, Human Resources or Internal Audit departments.

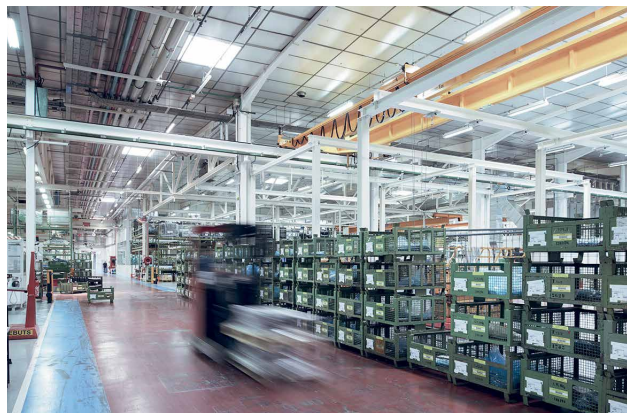
Stäubli employees are strongly encouraged to report any non-compliance with the Code of Business Conduct. They should bring non-compliance to the attention of their managers. If an employee feels uncomfortable about approaching his or her own manager, a valid alternative is to notify Internal Audit under the e-mail address whistleblowing@staubli.com. The notification may also be submitted anonymously.

Stäubli will endeavor to protect the identity of the employee who reports non-compliance whenever possible. Intentionally incorrect notifications and false accusations will be subject to disciplinary action.

Consequences of infringements

Violations of this Code of Business Conduct will result in disciplinary action under applicable employment laws and practices and, depending on the nature and severity, may result in termination of employment and/or legal prosecution.

Implementation



Validity

Stäubli introduced its first world-wide Code of Ethics in 2006. This Code of Business Conduct replaces the Code of Ethics.

This Code of Business Conduct has been approved by the Board of Directors on December 8, 2016, with immediate effect.

Responsibilities for implementation

The Board has mandated the Executive Committee (KL) to implement it worldwide across Stäubli and for all legal entities where Stäubli has management control. Unit Managers are responsible for implementing this Code within their Unit.

Further management levels are responsible for implementing this Code of Business Conduct within the area which they supervise.

Each HR Manager is responsible for distributing this Code of Business Conduct in written form to each existing and new employee.

This Code of Business Conduct has been edited in English and will be distributed in the local languages of the Units where we operate. In case of ambiguities the English version shall prevail. Additional translations as well as printed and electronic copies may be

requested from the Corporate Communications department at corporate.communications@staubli.com

All employees are requested to acknowledge receipt, acceptance and understanding of and adherence to the Code by signing the form provided as an annex to the Code of Business Conduct. A copy of the signed form shall be stored and documented with the HR department or other locations as defined for contractual and employment-related documents.



■ Stäubli Units ○ Agents

Global presence of the Stäubli Group

www.staubli.com