

Dear Supplier,

Due to official requirements, we inform you that all work to be carried out at Lonza construction sites in Visp, (Switzerland), must fully comply with locally applicable collective labor agreements (CLA), particularly those that apply separately for the Canton of Valais or Western Switzerland. Such separate CLAs apply in particular to the following trades:

- Main construction trade
- Building services engineering and building envelope
- Electrical trade
- Metal construction
- Furnace and chemical industry
- Paving companies
- Finishing trades (Western Switzerland CLA)
- Cleaning sector (Western Switzerland CLA)

The mentioned collective labor agreements are available for download on the following website: <https://www.bureaudesmetiers.ch/de/dokumenten/nutzliche-dokumente/mitarbeiterfuhrung/>.

We must ensure that the companies operating at our construction sites comply with these CLAs, in particular its regulations regarding working conditions, as well as minimum wages. This also applies even if your company is based in another part of Switzerland where a different collective labor agreement is applied. Therefore, we ask you to familiarize yourself with the relevant local collective labor agreements. If your company does not comply with the minimum standards of the respective CLA applicable in the Valais and Western Switzerland respectively, please report it to us and take the necessary steps to ensure compliance with the collective labor agreement as soon as possible.