

# Code of Conduct

## Bachofen AG

**At Bachofen AG, we are committed to complying with all applicable Swiss laws and regulations, to upholding human rights and labour standards and to protecting the environment – in our own operations as well as in relation to our business partners.**

### Health and safety

- Comply with all applicable Swiss laws and regulations on occupational health and working safety.
- Commit to continuous improvements of occupational health and safety.
- Apply a reasonable occupational health and safety management system.

### Human rights and labour standards

- Working time: Comply with the applicable Swiss law and sector-specific labour regulations concerning working time, including overtime laws.
- Wages and benefits: Provide wages and benefits as prescribed by the respective Swiss laws, including minimum wage legislation, and in line with existing practice in the industry and local labour markets.
- Non-discrimination and fairness: Apply the principles of equal opportunity and fair treatment. Non-tolerance of any form of discrimination or verbal or physical harassment of employees.
- Freedom of association and collective bargaining: Recognise, as far as legally permitted, the right of free association and collective bargaining of employees.
- No forced labour: non-tolerance of any form of forced labour, including forced prison labour, indentured labour, bonded labour, slave labour or any form of human trafficking.
- No child labour: Comply with minimum working age requirements prescribed by national laws and international agreements.

### Legal compliance and integrity

- Comply with all applicable Swiss laws and regulations, in particular:
- Prohibition of corruption and bribery: Do not engage in or tolerate any form of corruption or bribery, in particular any payment, "kick-back" or other form of benefit conferred for the purpose of influencing decision making.
- Competition and antitrust: Conduct business in compliance with all applicable competition/antitrust laws and regulations.
- Conflict of interest: Avoid all conflicts of interest or situations giving the appearance of a potential conflict of interest in business dealings with Bachofen AG or third parties.
- Confidentiality: Keep Bachofen's business, financial and technical data as well as business correspondence confidential; do not misappropriate Bachofen AG or other companies' tangible or intellectual property.
- Each individual has the right to protection of their privacy and protection against misuse of their personal data. We comply with these regulations. Personal data are kept strictly confidential and are not sold or passed on to third parties. We endeavour to provide the best possible protection for the databases against third-party access, loss, misuse or falsification. When our websites are accessed, data are stored in logfiles (IP address, date, time, browser, operating system). These usage data form the basis for anonymous statistical analyses, which allow us to identify trends.

### Environmental protection

- Comply with all applicable Swiss laws and regulations and international standards relating to the protection and preservation of the environment.
- Commit to continuous improvements of environmental protection.
- Apply a reasonable environmental management system.

### Supply chain

- Undertake reasonable efforts to encourage our suppliers and sub-contractors to comply with the principles of Bachofen AG Code of Conduct.