

Corporate social responsibility and business practices

Code of Conduct

Foreword

This Code of Conduct provides a framework for Swissrail member companies, business partners and employees to understand and uphold applicable laws and ethical standards. It is a binding policy that promotes legal compliance and ethical conduct within our industry and establishes standards for responsible behaviour towards each other and external parties.

The Code of Conduct offers a shared reference point for relationships with employees and business partners within our industry. This policy aims to establish a consistent approach within the Swiss rail and mobility industry, including its suppliers. It reinforces our commitment to integrity and ethical behaviour, ensuring that our daily work aligns with legal and moral standards.

Martigny, September 2024

Christian Schnyder
President

Andreas Haas
Managing Director

Code of Conduct for Swissrail member companies

As member companies of Swissrail, the Swiss railway and mobility industry association, we are committed to ethical and responsible behaviour. We recognise that our activities have an impact on society, the environment and the economy. We therefore undertake to comply with the following principles:

Applicability

As responsible corporate citizens, member companies strive to observe the following principles. This Code of Conduct applies in all countries in which the signatory company conducts its business activities.

1. **Compliance with laws:** The undersigned member company complies with the applicable laws and other legal provisions of the countries in which it operates. Our business dealings align with the principles of this Code of Conduct, even when local laws are less stringent.
2. **Integrity and corporate governance:** The actions of the undersigned member company are guided by the core values of integrity, transparency, honesty, respect, openness and non-discrimination. We observe reputable and recognised business practices and are committed to fair competition.
3. **Interpersonal relationships and working conditions:** We foster a working environment characterised by respect, fairness and equality. We offer our employees safe and healthy working conditions together with opportunities for professional development.
4. **Dealing with suppliers, customers and other business partners:** We maintain long-term, fair and transparent relationships with our suppliers, customers and other business partners and respect their rights and interests.
5. **Protection of company property/confidentiality:** We protect our organisation's property and confidential information and ensure strict adherence to applicable policies and procedures.
6. **Privacy and data protection:** We comply with applicable data protection laws and protect the privacy of our customers, employees and third parties.
7. **Product safety & quality:** We seek to maintain the highest standards of product safety and quality and take all steps necessary to ensure that our products comply with applicable standards and regulations.
8. **Export controls:** We comply with all relevant export control rules and regulations and act in accordance with applicable laws and regulations.
9. **Climate and environmental protection:** We strive to protect the environment by implementing sustainable solutions, reducing waste and promoting responsible resource management.
10. **Initiatives:** We are actively committed to innovation and progress in our sector and participate in initiatives aimed at promoting technology and research and development.

By adhering to these principles as a member of the Swiss railway and mobility industry association, we contribute to the sustainable, ethical and responsible development of our sector and build trust with our stakeholders.