

Code of Conduct

As a company, we place great emphasis on ethical and responsible behaviour in all our business activities. We are aware that our actions affect not only our employees and customers, but also society and the environment. Therefore, we have created this Code of Conduct to serve as a guideline for all our employees and business partners.

We are convinced that compliance with these rules of conduct and ethical standards will help to improve the quality of our work, strengthen the trust of our customers and partners and make our company successful in the long term.

By setting clear rules of conduct and protecting the rights of everyone involved, we create an environment that is safe and productive for everyone.

1. team spirit:

We promote team spirit and encourage our employees to work together as a team to achieve common goals. Each of us is expected to contribute to the success of the team and actively support cooperation within the team.

2. constructive cooperation:

We constantly question and improve existing processes and develop new ideas. Employees and managers should shape their cooperation in a positive and productive way and focus on constructive solutions to problems and conflicts.

3. standards of cooperation:

We expect our employees to adhere to the highest standards of cooperation and to act responsibly in all business activities. This includes compliance with legal requirements and the company's own policies and processes.

4. open communication with employees:

We strive for open communication with our employees and attach great importance to a transparent working environment. Employees should be able to express their concerns, questions and ideas freely and without fear of negative consequences.

5. dialogue with cooperation partners:

We maintain an open dialogue with cooperation partners to promote constructive cooperation. It is important to respond to the needs and expectations of our partners and to work together to find solutions.

6. customer orientation:

We put our customers at the centre of our business. We do our best to meet customers' needs and focus on a sustainable customer relationship.

7. gifts and invitations:

It is only permitted to accept or give gifts or invitations if their value is appropriate and symbolic or insignificant. It must be ensured that they in no way cast doubt on the honesty of the giver or the impartiality of the beneficiary.

Gifts should never be considered a bribe or a payoff and are in compliance with all applicable laws and regulations. We recognise that our business relationships are based on trust and respect and we want to ensure that our gifts in no way compromise this trust or the integrity of our business relationships.

8. corruption and cartel law:

We are committed to fair competition and will comply with all applicable laws that protect and promote competition, in particular the relevant antitrust and competition regulations. We undertake not to engage in any activities in our dealings with competitors that could unlawfully hinder competition or influence prices and conditions.

9. forced labour and child labour:

We stand firmly against any form of forced and/or child labour and are committed to ensuring that no employees are forced to work under duress or through violence and/or intimidation. All employees must be employed on a voluntary basis only and must have volunteered for employment. Distona AG also undertakes to comply with international standards for the protection of human rights, fair working conditions and the protection of children and young people. We also expect our business partners to comply with applicable labour and child rights regulations and to take action against forced labour and child labour.

We would like to emphasise that we find forced labour and child labour unacceptable and will not tolerate these practices. In the event of suspected non-compliance with labour and child rights regulations, we reserve the right to terminate the cooperation immediately.

10. data protection:

Distona AG undertakes to comply with data protection laws and regulations and to treat personal data confidentially and securely. Distona AG's privacy policy is publicly available on our website: <https://distona.ch/en/data-protection/>

11. compliance with applicable law:

As a company, we are committed to complying with all laws, ordinances and regulations relevant to our business activities. We expect all employees and managers to adhere to the highest ethical standards in their work at all times.

12. equality, diversity and equal opportunities:

We respect and treat all people equally, regardless of gender, gender identity, origin, skin colour, world view, religion, age, health impairment or sexual orientation and support different life situations and life plans.

Distona AG, Rapperswil, 17.05.2023

Released by the members of the Board of Directors:

Daniel Altorfer

David Nipkow

A handwritten signature in blue ink, appearing to read "D. Altorfer".A handwritten signature in blue ink, appearing to read "David Nipkow".

President Board of Directors

Member of the Board of Directors