



## CODE OF CONDUCT



**1 VALUE RETENTION ..... 3**

**2 SOCIAL RESPONSIBILITY ..... 4**

**3 MARKET PRACTICES ..... 5**

**4 CONTRACT LAW ..... 6**

**5 RISK MANAGEMENT ..... 7**

**6 EMPLOYEE RESPONSIBILITY ..... 8**

**7 COMPLIANCE WITH THE CODE ..... 9**

**THINKING IN TERMS OF GENERATIONS RATHER THAN QUARTERS**

Thinking in terms of generations rather than quarters – this is no empty slogan for the family-owned company EMIL EGGER. Our goal is not short-term returns – we value sustainability in the sense of organic growth and investment in employees, infrastructure and, of course, an efficient fleet to ensure the company’s continued existence for many decades to come.

The development from a coal trading business with one horse, to a transport company with a single lorry, to today – a leading logistics company in Switzerland.

Emil Egger was always an entrepreneur with heart and soul and devoted all his energy to his family and the company. Heini Egger is still passionate about the family business and continues to be active not only as Chairman of the Board of Directors but also in day-to-day operations.

Both generations of entrepreneurs have passed on values to the current third generation and employees that continue to bring us success today:

**PROFESSIONALISM**

At EMIL EGGER, professionalism means meeting the most demanding standards, which customers recognise in the quality of the results we deliver.

**SOLUTION-ORIENTED APPROACH**

At EMIL EGGER, solution orientation means responding to customers’ needs with tailor-made solutions. If a customer has a problem, they will always be supported with a solution. Numerous customers reward this philosophy with long-standing partnerships.

**TEAM SPIRIT**

Communication is very open, and the ability to recognise urgent matters, take responsibility and act independently, purposefully and quickly is valued.

*EMIL EGGER is committed to complying with all legal requirements and the code of conduct outlined in this document in the context of its business activities..*



**EMPLOYEES**

The EMIL EGGER Group is fully committed to valuing, promoting and respecting its employees, as well as to assuming social responsibility within society.

We comply with applicable labour laws, regulations and standards and strive to continuously improve our working conditions.

Discrimination, harassment or bullying in any form will not be tolerated. Equal opportunities and diversity are part of our corporate culture.

**SAFETY IN THE WORKPLACE**

As a transport, storage and crane service provider, the health and safety of our employees is of paramount importance. We are committed to establishing and maintaining strict safety standards in order to minimise accidents, injuries and health risks.

Our employees receive ongoing training and awareness-raising to enable them to consciously and proactively address potential hazards in their working environment. This also includes the correct handling of vehicles, loads and technical equipment, as well as compliance with traffic regulations.

**DONATIONS AND SOCIAL COMMITMENT**

Our company is committed to social responsibility and specifically supports projects that have a positive impact on society. Donations to organisations in the field of education and science are generally permitted and are handled in accordance with ethical principles. These donations are made voluntarily and without any expectation of anything in return. Our support aims to make a sustainable contribution to the promotion of education and science without pursuing any personal or business interests.

**SPONSORSHIP AND PARTNERSHIPS**

We recognise the value of partnerships with associations in the fields of sport, art and culture and support them in a targeted manner through sponsorship. Such sponsorship activities are acceptable as long as they are voluntary and all expected considerations are set out in clear contracts. The company recognises the rights of its shareholders as an essential part of responsible and transparent corporate governance. At the same time, it expects shareholders to behave in a manner based on fairness, integrity and long-term value creation.



**BUSINESS PARTNERS**

Our company is committed to ethical conduct, integrity and fairness in all our business relationships. By adhering to the following principles, we contribute to creating a trusting and sustainable business environment.

*Reliability and fact-based approach:* We believe in clear communication and base our decisions on facts. Our goal is to build and maintain trust by keeping our promises and honouring our agreements.

*Professional conduct:* We treat our suppliers and business partners with respect and professionalism. Our interactions are characterised by courtesy, fairness and openness.

*Non-discrimination:* We condemn discrimination in any form. We treat our suppliers and customers fairly and equally, regardless of their origin, gender, religion, sexual orientation or other personal characteristics. We promote responsible behaviour that complies with ethical standards and legal requirements.

**CORRUPTION**

Our organisation condemns all forms of corruption and is committed to integrity in all business activities. We act in accordance with applicable anti-corruption laws and guidelines and strictly reject any form of bribery, corruption or unlawful advantage.

**SERVICE PROVIDER**

The remuneration of consultants, agents or intermediaries must be proportionate to the services rendered. Any cooperation with third parties must be transparent and fair and must not be used to grant business partners inappropriate advantages.

**DEALING WITH PUBLIC OFFICIALS AND POLITICAL PARTIES**

We are committed to clear and transparent business practices in relation to public officials, employees of public authorities and state-owned enterprises, and political parties. The granting of hidden benefits or favours of any kind to these groups is strictly prohibited. This includes both financial contributions and donations to political parties, associations, elected representatives or candidates for political office.

**COMPETITOR**

Competition and fair market practices are of fundamental importance to us. We are committed to acting in accordance with applicable antitrust laws and regulations and to promoting fair competition. We are committed to providing our customers with high-quality services without resorting to

unfair competitive practices. We reject cartel formation, price fixing, market manipulation and other forms of anti-competitive activity.

**CORRECT ACCOUNTING & BOOKKEEPING**

We ensure that our data, information and records accurately reflect the actual circumstances. Our compliance with applicable laws and accounting standards guarantees that our financial information accurately reflects reality. We refrain from making any false or misleading statements or entries in reports, publications or expense reports.

**EXPORT CONTROL**

We are obliged to comply with all applicable export restrictions imposed by national and international legislators and organisations, including in particular the regulations of the European Union and the United Nations, including embargo resolutions. We will not use brokers or agents to circumvent export restrictions. In cases of sensitive export control, our internal logistics experts will be consulted for clarification. In addition, we will apply for all necessary export licences from the relevant authorities. Our commitment to compliance with export control regulations is consistent with our responsibility as a trustworthy and ethical company.

**ROLES AND RESPONSIBILITIES ON THE BOARD OF DIRECTORS**

The Board of Directors bears ultimate responsibility for the strategic management, supervision and control of the company. The members of the Board of Directors are obliged to perform their duties with due care, integrity and in the best interests of the company and its stakeholders.

**SHAREHOLDER RIGHTS AND OBLIGATIONS**

The company recognises the rights of its shareholders as an essential component of responsible and transparent corporate governance. At the same time, it expects shareholders to behave in a manner based on fairness, integrity and long-term value creation.

**CONTRACT LAW AND CONTRACT MANAGEMENT (INTERNAL/CUSTOMERS/SUPPLIERS)/IT AND E-COMMERCE**

Compliance with legal requirements and internal guidelines in contract management is of central importance for the legal security and integrity of the company. All employees and managers entrusted with the conclusion, review or administration of contracts act responsibly, transparently and in the best interests of the company.

We strive for long-term, fair and legally compliant cooperation with our customers. Transparent, respectful contract design and compliance with legal and ethical standards form the basis of every business relationship.

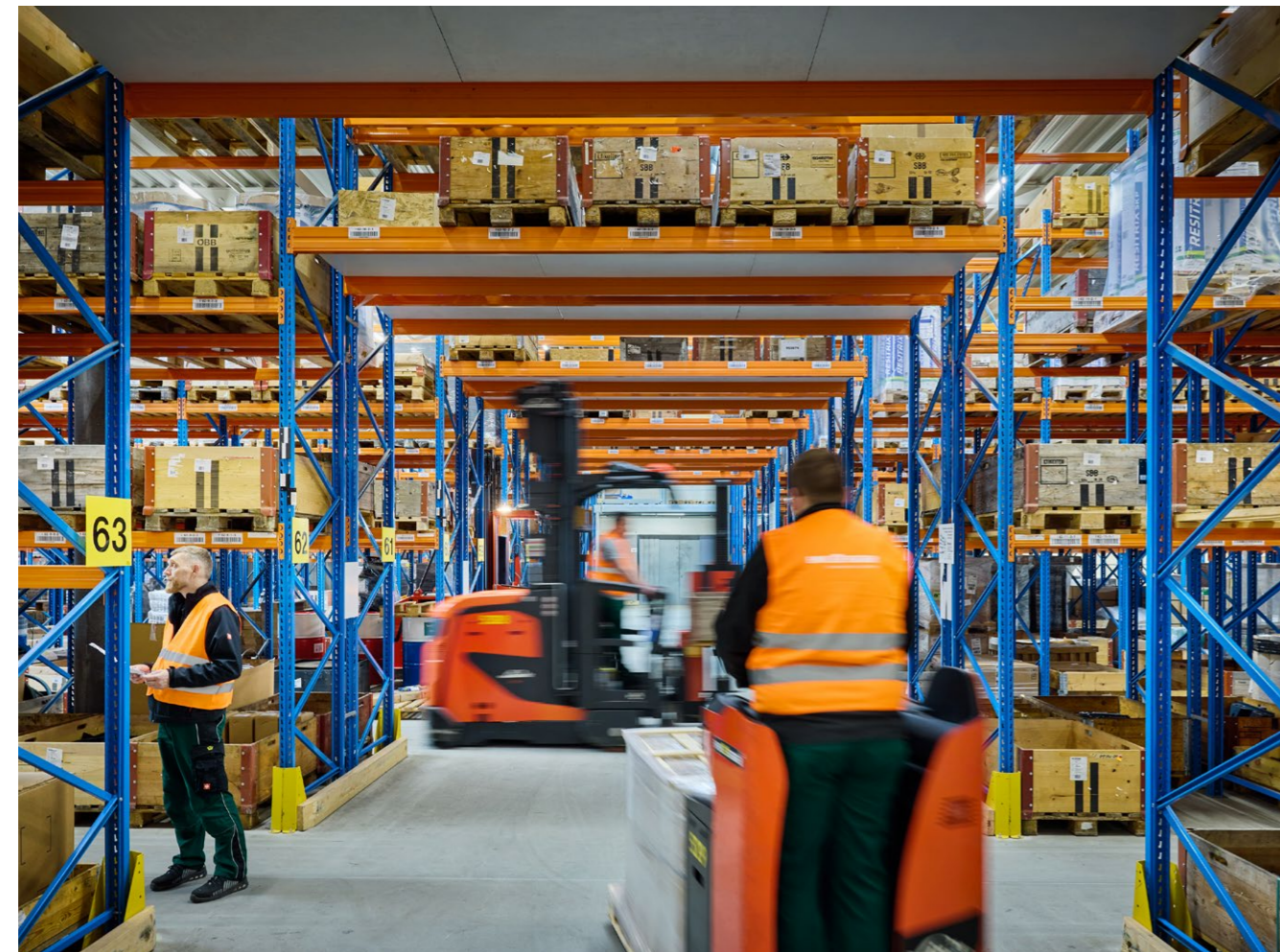
Our suppliers undertake to comply with all applicable legal, regulatory and contractual provisions within the framework of the business relationship. Legally compliant and responsible contract management is a key foundation for trusting and sustainable cooperation.

In digital business transactions, clear contractual provisions and compliance with specific legal requirements in IT law

and e-commerce are essential. We are committed to handling digital contractual relationships, platform activities and electronic business processes in a responsible, transparent and legally compliant manner.

**SUSTAINABILITY**

We are committed to sustainable and responsible corporate governance that balances environmental, social and economic aspects. Sustainability is an integral part of our strategy, our processes and our daily activities



**RISK MANAGEMENT AND REPORTING**

Responsible risk management and clear liability regulations are key components of sustainable, legally compliant and ethically sound business practices. All employees and business partners contribute to identifying potential risks at an early stage, minimising them and taking appropriate countermeasures.

Every person is responsible for their actions within the scope of their work and is liable within the legal framework for intentional or grossly negligent breaches of duty. The same applies to organisational units and external partners within the scope of contractual agreements.

**GOVERNANCE AND REPORTING**

Responsible corporate governance requires transparency, clear responsibilities and legally compliant reporting. We are committed to a governance culture based on integrity, accountability and compliance with regulatory requirements.



**OCCUPATIONAL HEALTH AND SAFETY**

Our employees have a responsibility to respect the established safety guidelines and to minimise health risks through their safety-conscious behaviour. If they notice any deficiencies, they are required to report these immediately to their respective supervisors or the responsible persons.

**CONFLICTS OF INTEREST**

We are obliged to avoid conflicts of interest and to report them to our superiors or the HR department even if they are only suspected. A conflict of interest exists when the personal or financial interests of our employees conflict with the corporate policy of the EMIL EGGER Group or our relationships with business partners. In addition, when engaging in secondary activities and participating in business partners or competitors, we must ensure that these do not represent conflicts of interest.

*The following are examples of conflicts of interest:*

- *Business relationships with companies in which an EMIL EGGER employee or family member has a stake or in which they hold management positions.*
- *Accepting an additional position alongside employment at EMIL EGGER.*
- *Participation in supervisory or administrative boards of other companies, in particular suppliers or competitors.*
- *Offering additional employment contract benefits if this benefits our own interests.*
- *In cases of potential conflicts of interest, we immediately inform our direct superiors or the Human Resources department and resolve them in the best interests of EMIL EGGER.*

**APPEARANCE IN PUBLIC OR IN FRONT OF THIRD PARTIES**

The public perception of EMIL EGGER is significantly influenced by the behaviour of our employees, both in physical and digital contexts. We always behave in a friendly and service-oriented manner towards our customers and business partners, and we always treat them with the respect they deserve.

**INVITATIONS AND GIFTS**

In accordance with applicable legal provisions, it is important to us to ensure that the acceptance or granting of invitations and gifts does not give the appearance of undue influence. We only permit the acceptance or granting of such gifts if they are given or received voluntarily and without the

expectation of anything in return. Our actions should always be characterised by integrity and independence in order to maintain the trust of our stakeholders in our organisation.

**CONFIDENTIALITY**

We undertake to treat information about customers, partners, subcontractors, employees and competitors as strictly confidential, unless it is already in the public domain. This information will not be disclosed to unauthorised third parties or used for private purposes. It is our responsibility to ensure the confidentiality and protection of sensitive data.

**DATA PROTECTION**

We adhere to the principles of data security and rely on our information technology to ensure this. Personal data is only used and processed to the extent necessary for our business activities and permitted by law.

**COMPANY PROPERTY**

EMIL EGGER property may only be used within the scope of our business activities and may not be used for unauthorised external purposes under any circumstances. Any sale or removal of company property is only permitted in accordance with the applicable rules of responsibility.

**USE OF ARTIFICIAL INTELLIGENCE**

We use artificial intelligence (AI) responsibly, transparently and in accordance with our ethical principles and applicable laws. AI technologies offer opportunities for increased efficiency, innovation and decision support – but their use requires particular care and responsibility.

**COMPLIANCE AND REPORTING OF VIOLATIONS**

Our Code of Conduct applies to all EMIL EGGER locations and is binding for all employees.

All board members, directors, managers and employees of the EMIL EGGER Group are obliged to comply with our Code of Conduct. Responsibility for implementing these guidelines is carried from the top management level downwards (top-down).

The Code of Conduct is available digitally to all employees. New employees receive a copy with their employment contract when they are hired. They sign a declaration that they have received it and understand its provisions.

We encourage our employees to report violations of laws or internal guidelines to their direct supervisor, other managers or the Human Resources department. All reported information will be treated as strictly confidential.

At EMIL EGGER, we do not tolerate any retaliatory measures against individuals who report actual or suspected violations of our code of conduct. However, we reserve the right to take disciplinary action against those who knowingly make false accusations.

In the event of violations of the law or our internal guidelines, labour law and disciplinary measures will be taken to protect our employees, our business partners and society in general. In addition, violations of applicable law may result in civil or criminal consequences.



[ete.ch](https://ete.ch)

HEAVY CARGO | GENERAL CARGO | STOCKAGE