

Code of Conduct

1. Our customers

Benefits and safety for customers

The usefulness and safety of our products is at the heart of everything we do. We expect our employees in every area of our company to focus on developing innovative solutions that meet the needs of our customers and comply with applicable legal requirements. The usefulness and safety of the products for the user must not be jeopardized under any circumstance.

Research & development

In our research and development activities, we always aim to ensure that the rights, safety and welfare of all participants are safeguarded.

Product quality & security

We discover, develop and produce high-quality products that meet all regulatory requirements. We pursue quality benchmarks for both our products and processes and aim to exceed regulatory requirements. We prioritize patient safety by identifying, assessing, managing and reporting product-related risks early.

Customer satisfaction

Our goal is to achieve the highest level of customer satisfaction. We listen to our customers and create solutions that add value and benefit both our customers and our company.

2. Our ethics

We conduct business in accordance with the highest ethical standards. Specifically, we comply with anti-bribery, anti-corruption and anti-competition practices and prohibited business practice laws and regulations. We do not condone or tolerate any form of corruption or bribery, including kickbacks. We encourage employees to report any concerns about illegal activities in the workplace without the threat of retaliation, intimidation or harassment. We investigate issues and, if necessary, correct action. We ensure the proper use and protection of confidential information. We recognize diversity among our own suppliers and work with socially and economically diverse categories of suppliers in our supply chain.

We are committed to proactively eliminating conflict minerals and materials in our products and our supply chain. Specifically, we are committed to ensuring that minerals contained in products and materials supplied by Wyon come from conflict-free sources. We are also committed to conducting due diligence for supply chain partners and thoroughly assess risks.

3. Our environment

We are committed to working in a way that protects the environment. We comply with applicable environmental laws and continuously improving our business operations to accommodate changing environmental risks. We make efforts to minimize our use of energy, water and raw materials, and we use renewable sources whenever possible. We minimize waste and wastewater, and reuse and recycle materials whenever possible. We do what we can to minimize emissions that contribute to pollution and climate change. It is important to us that we provide products and services that have a low environmental impact throughout the product lifecycle.

4. Our employees

Human rights & labor practices

We treat all our employees with respect and dignity. We are committed to complying with all applicable laws and regulations regarding human rights and labor laws. We pay our employees fair wages in line with market conditions; create a motivating work environment; ensure that coworkers behave respectfully toward each other; do not allow children to work as defined by the ILO and UN conventions. We do not employ illegal workers and we ensure there is no exploitation of vulnerable groups, such as migrant workers, in the supply chain. We do not tolerate harassment or discrimination based on gender, race, color, religion, age, ethnic or national origin, gender identity, pregnancy, physical disability, marital/parental status, sexual orientation or any other legally protected status. We comply with all applicable laws regarding salary, including minimum wages and overtime compensation.

Health & safety

We provide a healthy and safe work environment. We comply with and strive to exceed all applicable laws and regulations regarding employee health and safety. We ensure employees are protected from the risks associated with their work and from excessive exposure to chemical, biological and physical hazards, noise, and air pollution. We identify and assess potential emergency situations and minimize their impact by implementing emergency plans and response procedures. We ensure the safe handling and storage of hazardous materials and provide employees safety information to inform, train and protect them from workplace hazards. We provide adequate access to potable water and toilet facilities. Sanitary conditions are always satisfactory and clean.

Employee evaluation and development

When evaluating an employee's performance, both their achievement of objectives and their adherence to our values and behaviors are considered. Constructive dialog between employees and supervisors about goals, priorities and development needs is an essential part of our performance management process. We offer our employees development and training opportunities and the chance to continuously improve their skills to strengthen our company's overall competencies.

Freedom of opinion, speech and association

We respect the right of our employees to join any association they wish, provided that they follow local laws. We engage in constructive dialogue with employees. We respect every employee's right to freedom of opinion, speech and demonstration. However, the exercise of these rights should not interfere with the employee's ability to perform their job and should remain consistent with Wyon's Code of Conduct.

5. Our suppliers

We require that suppliers commit to and follow the code of conduct regarding ethics (2), the environment (3) and our employees (4).

6. Our shareholders

Financial integrity

We strive to achieve above average and sustainable performance with integrity. We do not compromise our financial integrity in any way, under any circumstances. Financial risks and operational measures are appropriately reviewed and approved. We provide our shareholders with timely, accurate and complete financial information.

Securing business activity

We believe that the availability of our products is critical and part of responsible business management. In the event of an emergency or serious business disruption, we will do our utmost to ensure a seamless supply of our key products and services.

Protecting company assets

We manage Wyon's assets. The assets of our company form the foundation of the business. We handle them carefully and responsibly. We protect assets from loss and damage and use them solely for legitimate purposes. We do not tolerate fraudulent or illegal acts against assets. We are also responsible for appropriately safeguarding Wyon's intellectual property and protecting it from loss. This includes our trademarks, our patents, and our know-how. At the same time, we respect the intellectual property of others. Intellectual property that is created, developed or acquired by employees in the course of their employment belongs to Wyon. We maintain our accounting records in accordance with accepted professional accounting principles. We are responsible for ensuring that all corporate transactions are properly, completely, transparently and timely recorded in our books.

Information security

We protect the confidentiality, integrity and availability of important information, regardless of its form or location. Conflicts of interest and personal interest must not influence our business judgement or decision-making. Employees must disclose existing or potential conflicts of interest to their supervisors. Newly hired employees are required to disclose any existing or potential conflicts of interest prior to starting their employment.

7. Wyon as a partner

Responsibility and trust

We want to be a trustworthy battery partner. In our dealings with customers, our business partners and the authorities, we are reliable, fair and trustworthy. We gain the trust of customers with the quality and safety of our products and services. We make no compromise in this respect. We respond to defects promptly and appropriately. We behave fairly and reliably toward business partners.

Against bribery and corruption

We do not bribe, and we do not accept bribes. We conduct our business on the basis of honesty and the quality of our services. We reject bribery and any other form of corruption. In particular, we do not grant undue advantages to business partners to secure an order, or to public officials to perform or refrain from performing an official act or merely to cultivate relationships. Nor do we accept such undue advantages on our behalf. We do not use third parties to engage in corrupt practices.

Fair competition

We are committed to fair competition and compliance with competition law and related regulations.

Compliance with laws and regulations

We comply with all laws and regulations applicable to our business. In addition, we implement and comply with internal policies.

Third-party integrity

We expect third parties with whom we do business to comply with applicable legal requirements, follow ethical business practices and adhere to standard requirements regarding labor, health, safety, environmental protection and management systems.

8. Our role in society

Corporate citizenship

We strive to fulfil our commitment to social responsibility. Through our active contribution to social, environmental, cultural and other projects and programs, we aim to promote the welfare of society. Furthermore, we offer apprenticeships for several professions. We actively promote the proven dual education system in Switzerland. With the Wyon Foundation, we support the second educational path for apprentices from Appenzell Innerrhoden. We also offer students the possibility of internships as well as bachelor's theses.

Transparency

At Wyon, we encourage open, honest and clear communication with our customers, employees, external partners and the public. When confronted with uncomfortable questions, we do not avoid them. Regarding our products and services, we communicate transparently, not deceptively.

Human rights

We aim to ensure that activities within our sphere of influence – whether directly or through our business relationships – do not have a negative impact on fundamental human rights.

Health, security and the environment

In our activities and decisions, we always consider the principle of sustainability. For us, being sustainable means balancing the economic, environmental and social dimensions of our activities and decisions. We use natural resources efficiently and minimize the impact that our activities and products have on the environment throughout their lifecycle. We procure critical resources from sustainable sources whenever possible. In our collaborations with business partners, we commit to ensuring compliance with environmental and social

working and production conditions. We proactively promote a strong safety culture. We do everything we can to ensure that employees, end customers and the environment are safe from carcinogenic substances in the manufacture of our products.

Data security

We handle confidential information carefully. In our work, we come into contact with private information and trade secrets. We always use information that we acquire in the course of our business activities conscientiously and only to the extent permitted and justified by the business. We do not make confidential information and trade secrets available to unauthorized persons, either internally or externally. We do not misuse such information for the personal or unauthorized benefit of third parties. We treat the personal data of our employees and business partners with particular confidentiality and take appropriate protective measures. We strictly adhere to the principles of data protection.