

## Our Principles - Code of Conduct

### 1. our customers

#### **Customer value and safety**

Benefit and safety are at the heart of everything we do. We expect our employees in all areas of our business to focus on developing innovative solutions for our customers' needs, in compliance with applicable laws. Under no circumstances must the benefit or safety of users be compromised.

#### **Research and Development**

In our research and development work, we always aim to ensure that the rights, safety and welfare of all stakeholders are protected.

#### **Product quality and safety**

We discover, develop and manufacture high quality products that meet all regulatory requirements and pursue quality objectives for both our products and processes that exceed regulatory requirements. We protect patient safety by early identification, evaluation, management and reporting of product-related risks.

#### **Customer satisfaction**

We aim to achieve the highest levels of customer satisfaction. We listen to our customers and create solutions that add value and benefit both our customers and Wyon.

### 2. our ethics

Wyon conducts its business in accordance with high ethical standards. In particular, Wyon will: comply with laws and regulations regarding anti-bribery, anti-corruption, anti-competitive practices and prohibited business practices and will not condone or tolerate any form of corruption or bribery, including kickbacks; encourage employees to report any concerns about illegal activities in the workplace without threat of retaliation, intimidation or harassment. Wyon will investigate and, if necessary, take corrective action; ensure the proper use of confidential information and protect privacy rights; and recognise diversity among its own suppliers and socially and economically diverse categories of suppliers in the supply chain.

Wyon is committed to proactively eliminating conflict minerals from its products and supply chain. In particular, Wyon is committed to ensuring that minerals contained in products and materials supplied by Wyon come from conflict-free sources and to conducting due diligence on the supply chain to assess risk.

### 3. our environment

Wyon operates in a way that respects the environment. In particular, Wyon is committed to Comply with applicable environmental laws and regulations and ensure continuous improvement to demonstrate a clear understanding of environmental risks; endeavour to minimise the consumption of energy, water and raw materials and to use resources from renewable sources wherever possible; endeavour to minimise waste and waste water and to reuse and recycle materials wherever possible; endeavour to minimise emissions to air that contribute to pollution and climate change; and endeavour to provide products and services with reduced environmental impact throughout the product life cycle.

### 4. our employees

#### **Human rights and labour practices**

Wyon is committed to treating all employees and others with respect and dignity: Comply with applicable laws and regulations relating to human rights and labour laws, Pay our employees fair and competitive wages, Provide a motivating work environment, Ensure that co-workers behave respectfully towards each other, Do not allow children to work as defined by the ILO and UN Conventions, Do not use illegal workers as employees, Do not tolerate harassment or discrimination on the basis of gender, race, colour, religion, age, ethnic or national origin, gender identity, pregnancy, physical disability, marital/parental status, sexual orientation or any other legally protected status, and comply with all applicable laws regarding wages, including minimum wages and overtime.

#### **Health and Safety**

Wyon provides a healthy and safe working environment and is committed in particular to: complying with and striving to exceed applicable laws and regulations relating to the health and safety of employees; ensuring the protection of individuals from risks in the performance of their work and from excessive exposure to chemical, biological and physical hazards, noise or air pollution; identifying and assessing emergency situations and minimising their impact by implementing emergency plans and response procedures; ensuring the safe handling and storage of hazardous materials and the provision of safety information to inform, train and protect employees from hazards; and providing adequate access to drinking water and toilet facilities. Sanitary conditions should be satisfactory and clean.

#### **Employee evaluation and development**

The evaluation of an employee's performance takes into account both the achievement of objectives and the adherence to Wyon's values and behaviours. Constructive dialogue between employees and their managers about goals, priorities and development needs is an essential part of Wyon's performance management process. We provide our employees with development and training opportunities and the chance to continuously improve their individual skills in order to strengthen Wyon's overall competencies.

**Freedom of opinion, expression and association**

We respect the right of our employees to join associations, provided that local laws are respected. Wyon maintains a constructive dialogue with its employees. We respect the right of every employee to freedom of opinion, expression and demonstration. However, it is a prerequisite that the exercise of these rights does not interfere with the employee's ability to perform his/her job-related duties or is inconsistent with the Wyon Code of Conduct.

## 5. our suppliers

Wyon requires its suppliers to commit to and comply with the rules of conduct set out in this document under 2. our ethics, 3. our environment and 4. our employees.

## 6. our shareholders

**Financial Integrity**

We strive to achieve superior and sustainable performance with integrity. Under no circumstances will we compromise our financial integrity. Financial risks and operational actions must therefore be appropriately reviewed and approved. We provide timely, accurate and complete financial information to our shareholders.

**Ensuring business continuity**

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

**Protecting the company's assets**

We look after Wyon's assets. Our company's assets are the foundation of our business. We therefore handle them with care and responsibility. We protect them from loss and damage and use them only for Wyon's legitimate purposes. We do not tolerate fraudulent or other illegal acts against the assets. We are also responsible for safeguarding Wyon's intellectual property and protecting it from loss. This includes our trademarks, patents and know-how. At the same time, we respect the intellectual property of others. Intellectual property created, developed or acquired by employees in the course of their employment belongs to Wyon. We maintain our accounting records in accordance with recognised professional accounting standards. We are responsible for ensuring that all business 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 interests must not influence our business judgement or decision making. Employees must disclose any actual or potential conflict of interest to their manager. Newly hired employees must disclose any existing or potential conflicts of interest prior to commencing employment.

## 7. Wyon as a partner

### **Responsibility and trust**

We want to be a trusted battery partner. We are reliable, fair and responsible in our dealings with customers, business partners and the authorities. We earn our customers' trust through the quality and safety of our products and services. We do not compromise in this regard. We respond to deficiencies promptly and appropriately. We are fair and reliable in our dealings with our business partners.

### **Combating bribery and corruption**

We do not bribe or accept bribes. We conduct our business on the basis of honesty and the quality of our services. We therefore reject bribery and other forms of corruption. In particular, we do not give undue advantages to business partners for the purpose of securing business or to public officials for the purpose of performing or refraining from performing an official act or for the mere cultivation of relationships. Nor do we accept such improper advantages on our behalf. Nor do we use third parties to engage in corrupt practices.

### **Fair competition**

We are committed to fair competition and compliance with competition laws and regulations.

### **Comply with all laws, regulations and standards**

We will comply with all laws, regulations and standards that apply to our business. In addition, we are committed to implementing, maintaining and reviewing the effectiveness of the Wyon Quality Management System and its requirements.

### **Third Party Integrity**

We expect third parties with whom we do business to obey the law, follow ethical business practices and comply with our standard labour, health, safety, environmental and management system requirements.

## 8. society

### **Corporate citizenship**

We are committed to fulfilling our social responsibilities. Through our active contribution to social, environmental, cultural and other projects and programmes, we aim to promote the well-being of society. Wyon also offers apprenticeships in various professions. We also want to actively promote the proven dual education system in Switzerland: Through the Wyon Foundation, we support the second educational path for apprentices from Appenzell Innerrhoden. We also offer internships and bachelor theses to students.

### **Transparency**

We are open, honest and clear in our communication. At Wyon, we encourage open, honest and clear communication with our customers, our employees, our external partners and the public. When faced with uncomfortable questions, we do not avoid them. We communicate about our products and services in a transparent and non-deceptive manner.

### **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, safety and environment**

Our activities and decisions are guided by the principle of sustainability. For us, sustainability means balancing the economic, environmental and social dimensions of our activities and decisions. We balance the economic, environmental and social dimensions of our activities and decisions. We make efficient use of natural resources and minimise the impact of our activities and products on the environment throughout their life cycle. Critical resources from sustainable sources wherever possible. And in our dealings with our business partners to ensure compliance with environmental and social working and production conditions. We proactively promote a strong safety culture. We will do everything in our power to ensure that the manufacture of our products is safe for employees, users and the environment from carcinogenic substances.

### **Privacy Policy**

We are careful with confidential information. In the course of our work we come into contact with information and trade secrets in the course of our work. Information that we obtain in the course of our business, we will always use it carefully and only to the extent that it is lawful and commercially justified. In particular, we will not disclose confidential information and trade secrets to unauthorised persons, either internally or externally. And we misuse such information for the personal or unauthorised benefit of third parties. We treat the personal data of our employees and, in particular, our business with particular care and take appropriate safeguards. We adhere strictly to the principles of data protection.