

Code of Conduct for Suppliers and Business Partners

1. Introduction and Scope

mobilezone holding ag, including its subsidiaries and group companies mobilezone ag, mobilezone reload ag, TalkTalk AG, Digital Republic AG, AK Group AG, SkySale Schweiz GmbH and Marein AG (collectively the “mobilezone Group” or “mobilezone”), is committed to environmentally and socially responsible business conduct and takes responsibility in the areas of human rights, labor, the environment, and anti-corruption.

This Code of Conduct (hereinafter the “Code”) applies to all suppliers, service providers, and business partners, as well as their employees, representatives, and subcontractors (collectively, “suppliers”), that directly or indirectly deliver goods and/or provide services to a company of the mobilezone Group.

We expect our suppliers to acknowledge the principles set out in this Code, to implement them within their sphere of influence, and to take appropriate measures to ensure that their own suppliers and subcontractors also comply with comparable standards. Acknowledgment of this Code is a prerequisite for entering into and continuing a business relationship.

2. Foundations and International Standards

This Code is based on internationally recognized standards, particularly the Universal Declaration of Human Rights of the United Nations, the guiding principles of the UN Global Compact, the OECD Guidelines for Multinational Enterprises, and the core labor standards of the International Labour Organization (ILO).

- Suppliers comply with all laws, regulations, and industry standards applicable at their respective locations.
- Where differences exist between this Code and applicable legal or industry requirements, the higher or stricter standard applies in each case, provided the requirements do not conflict with one another.

3. Human Rights and Fair Working Conditions

We expect our suppliers to respect human rights and to provide their employees with fair, safe, and respectful working conditions.

- **No discrimination.** Hiring, compensation, training, promotion, and termination of employment are based on qualifications and suitability – without discrimination on grounds such as gender, age, origin, religion, disability, marital status, political affiliation, or sexual orientation.
- **Respectful treatment.** Suppliers ensure a workplace free from physical or verbal abuse, psychological violence, bullying, and sexual or other harassment.
- **No forced or compulsory labor.** Any form of forced, bonded, slave, or prison labor, as well as human trafficking, is prohibited. Work is performed voluntarily, and employees may terminate their employment subject to reasonable notice periods.
- **No child labor.** The minimum age for employment set by applicable laws or the ILO core labor standards is not undercut (generally 15 years). Young employees under the age of 18 are not assigned to hazardous work or night work. If child labor is identified, the supplier takes sustainable remedial action in the best interest of the child.
- **Freedom of association.** Suppliers respect the right of employees to organize, to elect employee representatives, and to engage in collective bargaining, without disadvantage or retaliation.
- **Fair compensation.** Wages and benefits meet at least the statutory requirements or applicable industry standards, are paid regularly and on time, and statutory social security contributions are made.
- **Working hours and rest periods.** Working hours comply with applicable laws and industry standards. Overtime is performed in accordance with applicable legal requirements; employees receive adequate rest periods.
- **Written employment contract.** Employees receive a written employment contract in accordance with applicable laws.
- **Health and safety.** Suppliers provide a safe and healthy working environment, take appropriate measures to prevent accidents, and maintain the required permits. Where production or housing facilities are operated, their sanitary and safety installations comply with legal requirements.

4. Environment

We expect our suppliers to work in an environmentally conscious and resource-efficient manner and to keep their environmental impact as low as possible.

- Compliance with all relevant environmental laws, regulations, and permits.
- Environmental management is appropriate to the size and nature of the supplier's activities, with the goal of continuous improvement.
- Monitoring and gradual reduction of energy consumption, emissions, and waste, as well as responsible handling of chemicals and hazardous substances.
- Preference for resource-efficient, reusable, or recyclable materials and packaging, where economically and technically feasible.
- Where products containing metals or minerals from conflict-affected or high-risk areas are supplied, the supplier promotes responsible sourcing in line with the relevant OECD guidance.

5. Integrity and Business Ethics

We expect our suppliers to act with integrity and to uphold high ethical standards in all areas of business.

- **Anti-corruption.** mobilezone maintains a zero-tolerance policy toward bribery and corruption. No favors, money, gifts, or other items of value are granted or accepted to improperly influence business decisions.
- **Fair competition.** Suppliers comply with the rules of fair competition and fair business and advertising practices.
- **Financial integrity.** Suppliers comply with applicable regulations against money laundering, terrorist financing, and fraud; payments are made on a contractual basis.
- **Data protection and information security.** Personal data and confidential information are protected and treated confidentially in accordance with applicable data protection and information security laws.
- **Intellectual property.** Suppliers respect the intellectual property rights of third parties (patents, trademarks, copyrights, trade secrets).
- **Accurate documentation.** Information regarding business activities and labor, safety, and environmental practices is prepared truthfully and is not falsified.
- **Own policies.** Suppliers maintain policies and management systems appropriate to their size and activities to meet the requirements of this Code.

6. Implementation, Verification, and Reporting

The supplier ensures that it meets the requirements of this Code and can demonstrate this appropriately upon request.

- The companies of the mobilezone Group may verify compliance with this Code on a risk basis or where there is reasonable cause and reserve the right to request corresponding evidence or to conduct an audit upon prior notice.
- The supplier informs the companies of the mobilezone Group without delay if it becomes aware of serious violations of this Code within its sphere of influence.
- Concerns or suspected violations may be reported at any time to esg@mobilezone.ch or to the relevant contact person; in addition, anonymous reporting is available via the [Ethics Hotline](#).
- Where there are indications of non-compliance, the parties first seek dialogue and agree on appropriate corrective measures. In the event of serious or repeated violations that are not remedied, the companies of the mobilezone Group reserve the right to terminate the business relationship.

7. Confirmation by the Supplier

The supplier confirms that it has read and understood this Code of Conduct for Suppliers and Business Partners and undertakes to comply with the principles set out therein within its sphere of influence. Compliance with this Code is an essential prerequisite for the business relationship with the companies of the mobilezone Group.

Supplier / Company

Company

Place, Date

Name and Position

Signature / Company stamp