



## **INTERNATIONAL CODE OF CONDUCT**

VSB Group SA is committed to conducting its business with integrity, transparency, and in full compliance with all applicable laws and international standards. This International Code of Conduct outlines our expectations for ethical behavior, corporate responsibility, and professional integrity across all countries where we operate.

### **1. Integrity & Ethics**

- Prohibit all forms of corruption, bribery, and conflicts of interest.
- Promote fair business practices and honest communication internally and externally.

### **2. Legal Compliance**

- Abide by all local and international laws, including but not limited to Swiss export controls, UAE trade laws, and EU directives.
- Ensure all business activities are lawful and documented transparently.

### **3. Sustainability**

- Commit to environmental protection, energy efficiency, and responsible sourcing.
- Continuously improve operations to minimize the environmental footprint.

### **4. Human Rights & Labor**

- Ensure fair wages, safe working conditions, and non-discriminatory practices.
- Absolutely no tolerance for child labor or forced labor.

### **5. Confidentiality & Data Protection**

- Protect all personal and sensitive data in accordance with GDPR and Swiss regulations.
- Maintain confidentiality in all business dealings.

### **6. Fair Competition**

- Operate in compliance with antitrust and competition laws.
- Avoid collusion, price-fixing, and anti-competitive agreements.

### **7. Whistleblowing & Reporting**

- Encourage employees and partners to report unethical behavior.
- Guarantee protection against retaliation for good-faith reporting.

## **8. Enforcement & Compliance**

- This Code is binding on all employees, subsidiaries, and partners of VSB Group SA.
- Non-compliance may result in disciplinary action or contract termination.