

CODE OF CONDUCT

FOR EMPLOYEES

 **yourharvest**

The Code of Conduct is intended to provide guidance to employees and to prevent undesirable actions from occurring. We expect responsible and ethical conduct and that employees act with integrity. In addition to our Rules for Employees, this Code of Conduct is an integral part of the yourharvest terms and conditions of employment. It is the reference for all our actions in the sense of a mandatory basis for our conduct. The Code of Conduct explains the company's essential values and basic convictions and forms the basis for further principles within the company. These are also set out in our sustainability strategy and in our mission statement. Compliance with the Code of Conduct is a voluntary commitment on the part of yourharvest AG, making it the personal responsibility of each individual employee. However, it does not relieve us of the responsibility to be guided by common sense in our actions, to maintain personal integrity, and to observe general moral and ethical standards in our dealings with others.

Remo Hansen, Chairman of the Board yourharvest AG

01 Personal conduct in the workplace

yourharvest values diversity and promotes a work environment that emphasises the inclusion of all employees. yourharvest respects the personality of each individual and rejects all forms of discrimination and harassment. No person shall be discriminated against on the grounds of gender, ethnic or social origin, age, disability, sexual orientation or identity, religion or belief or political opinion. yourharvest stands for the equal treatment of people. yourharvest employees help to ensure that a working atmosphere characterised by tolerance, openness and mutual respect is maintained. yourharvest employees with personnel responsibility and/or management and training functions are required to contribute, through their conduct and appropriate preventive measures, to promoting respectful, non-discriminatory interaction with one another and to respecting the integrity of all members.

Cooperation with work colleagues requires a high degree of respect, mutual tolerance and consideration.

02 Our conduct in the market

At yourharvest, the principles of transparency, partnership, accountability, solidarity and fairness apply. We communicate openly, honestly and transparently. We are committed to free and fair competition. We strictly comply with applicable antitrust law, which prohibits price and terms, volume and territorial agreements with actual or potential competitors at different market levels. We rely on long-term, stable partnerships and have a global network of organic and sustainable production partners.



03 Data protection

We are committed to complying with the EU Data Protection Regulation (GDPR) and the Swiss Data Protection Act (DPA) and handle personal data as well as all business processes and transactions confidentially, both during and after completion of the cooperation.

04 Integrity

Conflicts of interest must be avoided at all times. Employees shall make decisions that benefit the company without being affected by personal interests. Situations involving potential conflicts of interest shall be disclosed to the Executive Board or a member of the Board of Directors in a timely manner to avoid adverse effects for yourharvest. The awarding of contracts is based on the business partners' performance references and must not be affected by any of the employees' direct or indirect personal involvement with the contracted companies.

In the broadest sense, corruption includes any seeking or accepting, offering or granting, facilitating or concealing undue payments, other advantages or favours from third parties, abusing a publicly or privately entrusted power of decision or action taken by at least one of the parties involved. In particular, due to yourharvest's global trade relations with companies based in countries with high corruption indices, we are aware of our role and responsibility in the prevention of corruption. Our employees are therefore sensitised to the issue of corruption and undertake to report any suspicion of corruption, within the scope of the above definition, to the CEO or a member of the Board of Directors without delay. In addition, our terms of employment include the prohibition on granting and accepting advantages within the meaning of the Swiss Criminal Code to foreign public officials and private individuals.

In selecting our business partners, we proceed carefully and adhere to our standardised procedures. We report doubts about the seriousness or personal integrity of a partner to our supervisor. According to Swiss labour law, our employees are obliged to protect yourharvest's interests and to perform the agreed work with due care. We treat data and information that are subject to company or personal protection with confidentiality, even beyond the employment relationship.

05 Responsibility towards nature

yourharvest acts in an ecologically responsible and sustainable manner and also expects its employees to take responsibility for environmental protection and resource consumption. It goes without saying that yourharvest complies with national and international legal regulations and standards on environmental protection. yourharvest has been offsetting its corporate CO2 emissions for many years.



06 Misconduct and violations

yourharvest expects all its managers and employees to conduct themselves in line with the rules set out in the Code of Conduct. Inappropriate conduct and violations are sanctioned and may result in consequences under labour law, up to and including termination of employment, as well as criminal prosecution and claims for damages. Those who point out violations shall not be subject to fear and negative consequences. Violations of conduct requirements, legal provisions, internal guidelines and regulations can have serious consequences, not only for the individual personally, but for yourharvest as a company. Therefore, wilful misconduct will not be tolerated. Any violation of the Compliance Principles will be investigated and adequate measures will be taken.

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