



## Code of Conduct

The rules of conduct are basic values that are binding for all employees of Möbel-Transport AG in their daily work. We are guided by the following principles:

- Responsibility
- Integrity
- Respect
- Respect for the fundamental rights of employees
- Health and safety of employees
- Environmental protection
- Social responsibility
- compliance with laws

Möbel-Transport AG stands for integrity and fair dealing. This reputation demands that we always maintain the highest standards of ethical and professional conduct.

In our activities, we not only adhere to the applicable laws, but also to high ethical standards.

Integrity means identifying, clarifying and avoiding conflicts of interest.

As employees of MÖBEL-TRANSPORT AG, we must avoid situations in which personal interests conflict with those of MT.

We pay attention to fair, correct, professional and timely communication with our customers, business partners and authorities. We maintain correct dealings with one another at all times. This includes respect, integrity, honesty, openness and fairness.

There are no agreements with competitors that distort or prevent competition. Price agreements are not tolerated. Competitors are treated fairly.

MT condemns and prohibits all forms of bribery and any other form of corrupt business conduct. Anyone acting on behalf of MT must not allow illegal discounts, bribes, kickbacks, underhand payments and/or other comparable unfair material benefits.

All employees will be treated with respect and employees are expected to conduct themselves in a manner that promotes respect and trust. MT offers its employees a safe and motivating work environment.

Möbel-Transport AG takes sufficient measures to ensure the protection of the health and safety of its employees. Employees are responsible for complying with the health and safety regulations of Möbel-Transport AG when carrying out and performing their duties.

We adhere to the principles of equal rights and do not tolerate unequal treatment. Möbel-Transport AG prohibits discrimination against employees on the basis of gender, race, religion, disability, sexual orientation or nationality, respect privacy and adhere to data protection regarding information of our employees.

With regard to data protection, it is ensured that all personal data and information, both from employees and customers, is treated and stored securely, confidentially and in accordance with the law at all times.

Environmental protection is important to us. All measures are taken to minimise the harmful effects of our business activities on the environment.

We are all obliged to comply with the law in our business activities.

Correct conduct is mandatory for all employees. In case of violation of legal regulations, rules, instructions of this Code of Conduct, every employee must expect disciplinary measures.

If employees recognize such misconduct, this must be reported immediately to the management. Reports are carefully investigated and treated confidentially.

With the "Code of Conduct" of Möbel-Transport AG, we jointly commit ourselves to professionalism, honesty and integrity.

Zürich, November 2019

Albert Anneler  
Geschäftsleitung