

Principles of conduct applicable to the suppliers and business partners of TCS group

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1. Introduction

For more than 125 years, the Touring Club Suisse (TCS), a non-profit organisation and Switzerland's largest mobility club in Switzerland, has been committed to promoting safety, sustainability, and freedom of choice in personal mobility, for the benefit of its members and the Swiss population as a whole.

Together with its subsidiaries, TCS offers its approximately 1.6 million members and customers a wide range of services related to mobility, assistance, health, and leisure, while also actively engaging in political and social issues.

TCS's success is built on its reputation as an independent, professional, and trustworthy organisation. Our business partners make a key contribution to this success. To protect our reputation, we have defined a set of ethical and social standards to which we are fully committed and which we also expect our suppliers and business partners (hereinafter referred to as "partners") to observe. These principles are based on the ten principles of the United Nations Global Compact (UNGC).

TCS partners are responsible for ensuring compliance with these principles throughout their entire supply chain.

2. Principles

2.1 Compliance with laws and integrity

Compliance with legal framework and ethical conduct

We expect our partners to act in accordance with applicable laws and to maintain ethical business practices.

Partners undertake to comply with all legal and regulatory requirements governing their activities and confirm that, for the entire duration of their collaboration with TCS, they shall hold all necessary permits, licenses, and registrations.

Human rights and prohibition of child labour

Our partners commit to respecting internationally recognized human rights.

In particular, they are required to observe the minimum age for personnel employed in connection with their activities and throughout their supply chains. They must ensure that the minimum age at the time of hiring is set in accordance with applicable legislation and in line with the standards of the International Labour Organisation (specifically ILO Conventions 138 and 182), so as to exclude any form of prohibited child labour.

All forms of work that pose a danger to the health, safety, or morality of workers under the age of 18 are also prohibited, as well as any form of slavery, practices similar to slavery, forced labour, or criminal activities.

2.2 Conduct in business relations

Communication

Wir erwarten von unseren Geschäftspartnern eine offene und respektvolle Kommunikation sowie Integrität und Transparenz im Geschäftsverkehr.

Prohibition of corruption

Our partners commit to preventing and rejecting any form of corruption or improper advantage intended to obtain or retain contracts or personal benefits.

All forms of corruption are prohibited, meaning the offering or acceptance of benefits of any kind (cash, gifts, loans, discounts, etc.). Exceptions may apply to low-value gifts or invitations to meals that are consistent with customary social

practices or internal guidelines.

Conflicts of interest

Partners are required to inform TCS of any conflict of interest that could compromise the performance of their tasks or services.

Free and fair competition

Partners undertake to comply with competition laws designed to ensure a free and fair market. They refrain from any agreements or concerted practices with competitors that could restrict free competition and reject any abuse of a dominant position.

2.3 Conduct towards employees

Compliance with labour protection laws

Partners undertake to comply with applicable laws on worker protection and fundamental labour rights, as well as any applicable collective labour agreements. Freedom of association and the right to form or join trade unions must be guaranteed.

Health and safety at work

Partners are obliged to provide their employees with a safe working environment and to take appropriate measures to prevent accidents and occupational illnesses.

Protection of personal integrity

Partners shall ensure the protection of the personal integrity of their employees and implement effective measures against psychological harassment (mobbing) and sexual harassment in the workplace. Any form of forced labour is prohibited.

Prohibition of discrimination, equal opportunities and equal pay

Partners commit to guaranteeing and promoting equal opportunities and equal pay in the workplace, and to rejecting any form of discrimination based on gender, ethnic or religious origin, political beliefs, or sexual orientation.

Fair remuneration ensuring a decent standard of living

Partners ensure that their employees, as well as those of their suppliers and subcontractors, receive remuneration that enables them and their families to maintain an adequate standard of living.

2.4 Sustainability

Environmental responsibility

We expect our partners to actively support sustainable solutions and the efficient use of resources in the course of their activities, to minimize negative impacts on the environment and climate as far as possible, and to favour and promote environmentally friendly technologies. Compliance with applicable environmental laws must be ensured.

2.5 Data protection, information security and use of Artificial Intelligence (AI)

Confidentiality of business and customer data

Partners guarantee confidentiality in the handling of TCS business data and customer data. Such data may only be processed within the scope of the contractually agreed purpose.

Compliance with applicable data protection law must be ensured.

Security measures / information security

Partners implement appropriate technical and organisational measures to ensure the security of TCS business and customer data, in particular to protect against unauthorized access.

Responsible use of Artificial Intelligence (AI)

TCS partners commit to transparency regarding any use of AI systems. They ensure that these systems operate reliably and deliver outcomes that are as fair and predictable as possible. Partners also ensure that AI is used solely for ethically acceptable and socially responsible purposes. They monitor their AI systems to detect and correct any errors or unintended effects. Measures are implemented to prevent any misuse.

3. Reporting procedure in case of violations and sanctions

Implementation of responsibility, including throughout the supply chain

The partner is responsible for implementing and complying with these principles, both for itself and for its subcontractors, throughout its entire supply chain. The partner undertakes to promptly remedy any potential violations through appropriate corrective measures. Compliance with these principles may be verified based on a self-declaration by the partner or through an on-site audit.

Reporting procedure in case of violations

Partners are required to report without delay any violations of these principles to TCS, either to the contact person responsible for the relevant business relationship or by email to the following address: compliance@tcs.ch.

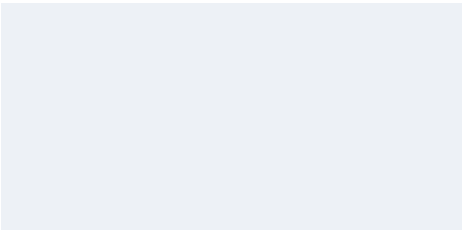
Sanctions

TCS reserves the right to terminate the business relationship prematurely with any partner who breaches these principles, or whose subcontractors or suppliers commit such violations, and/or to initiate legal action.

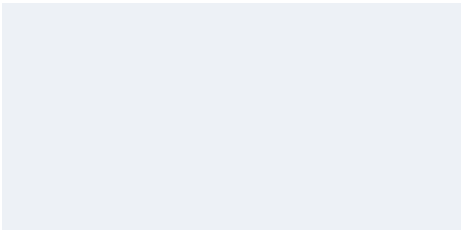
4. Validity and signatures

The Principles of Conduct, in its latest applicable version available at the following link: tcs.ch/supplier, apply to all business relations between the partner and an entity of the TCS Group whenever the contract (order, etc.) refers to it and/or the partner signs this document.

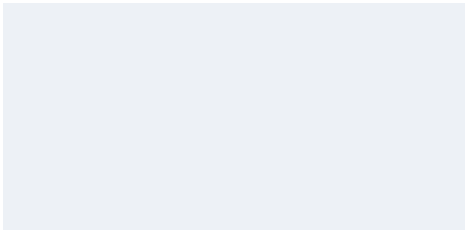
Location: _____ Date: _____



Company name (company stamp)



Signature
Name and position



Signature
Name and position

