



## KRONENHALLE

### **Code of Conduct**

for the employees of Restaurant Kronenhalle AG

This code of conduct describes the behavior expected of all employees, is brought to their attention and is binding for all employees.

#### 1. Introduction and Purpose

The trust placed in Restaurant Kronenhalle AG (hereinafter "Kronenhalle") obliges and makes a significant contribution to the long-term success of the company. Our actions promote the reputation of the Kronenhalle and meet high ethical and social standards.

This code of conduct contains the minimum expectations of the board of directors and management towards the managers and employees of the Kronenhalle restaurant (hereinafter "employees").

The Code of Conduct is communicated regularly about management and cooperation in the company and is specified with supplementary regulations (information and instruction sheets).

#### 2. Taking responsibility

Employees take responsibility for their actions. They show consideration for people, society and the environment.

They ensure that the high expectations of our guests regarding the quality of our services are fully met and that our business partners and suppliers adhere to our high-quality standards.

They treat all reference groups and their representatives with respect, fairness and non-discrimination. The reference groups include guests, employees, authorities, suppliers, the media and other partners as well as the general public.

#### 3. Follow rules

Employees comply with laws, all other external and internal regulations and contracts. In particular, they know and follow the internal information sheets "Racism & Discrimination" and "Sexual harassment at work" as well as the "GastroSuisse" and "Eidg. Offices for Equality between Women and Men».

#### 4. Trade integers

Our stakeholders expect us to act with integrity in all of our business dealings. Compliance with legal standards is a prerequisite for the sustained success of the Kronenhalle.

#### 5. Respect for the individual

We believe that the success of the Kronenhalle depends on the sum of the skills and performance and thus on the commitment of all employees. We respect the individual and do not discriminate against anyone. All employees respect the rights and dignity of others and will not engage in any form of harassment.

Individual achievements and contributions to the success of the Kronenhalle are recognised. We promote diversity and equal opportunities and ensure that all employees can work under optimal health and safety conditions



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### 6. Unfair Advantage

We do not tolerate bribery or any other form of corrupt business conduct.

Employees may not directly or indirectly grant or promise unfair advantages to individuals or organizations, nor may they demand or accept such. Unfair advantages include inappropriately high tips, bribes and underhand payments as well as improper discounts. Unfair advantages can relate to any property, including but not limited to payments and gifts.

Promising or giving unfair advantages, even if independent of a specific business decision, is prohibited. Unlike bribery, no consideration is required. The unfair advantage can be seen as a "favorable payment" to increase goodwill towards the giver.

Employees are expected not to practice, tolerate or in any way support corrupt business dealings, never grant, promise, demand or accept unfair advantages.

### 7. Report Violations

The director of the Kronenhalle is responsible for the implementation of this code of conduct. Information or suspected violations must be reported to him. Each person is requested to make appropriate reports. The Kronenhalle investigates all reports and protects the whistleblowers from potential retaliation. Any breach of this Code of Conduct may result in disciplinary action and may result in termination.

Zurich, January 27, 2022

Restaurant Kronenhalle AG  
Board of Directors and Director

Entry into force: February 2022

