

Supplier Code of Conduct

Our Code of Conduct forms the basis for responsible, sustainable and ethical behaviour by our employees. These values are binding for us and shape our daily actions.

At the same time, we expect our business partners to assume responsibility, particularly with regard to the impact of their business activities on society and the environment. In this context, the following Supplier Code of Conduct has been issued.

1. Scope of Application

Business partners who supply us with products or provide services (hereinafter referred to as “Suppliers”) acknowledge the following provisions as the joint Supplier Code of Conduct governing our collaboration. This Supplier Code of Conduct applies to Suppliers of Jungfraubahnen Holding AG, its subsidiaries, and Berner Oberland-Bahnen AG. Jungfraubahnen¹ expects Suppliers to comply with the principles and requirements set out in this Supplier Code of Conduct.

The following requirements are based on the content of the following conventions and standards:

- [Jungfraubahnen Code of Conduct](#)
- [Universal Declaration of Human Rights of the United Nations \(UN\)](#)
- [Children’s Rights and Business Principles \(German\)](#)
- [OECD Guidelines for Multinational Enterprises on Responsible Business Conduct \(German\)](#)

2. Requirements for Suppliers

2.1 Legal Compliance

Suppliers shall comply with all applicable laws, regulations and directives (including industry standards). They must hold the necessary permits, licences or concessions required for their business activities. Suppliers shall not engage in any form of bribery or corruption.

Suppliers, as well as their own suppliers and producers, must ensure—on the basis of applicable labour laws and statutory regulations—that their employees are employed under fair working conditions. In particular, child labour and forced labour are strictly prohibited.

¹ Jungfraubahnen: *Alliance of Berner Oberland-Bahnen AG and the Jungfraubahn Group*. The two alliance partners have delegated executive management to an identically composed Executive Board and to Jungfraubahnen Management AG, in which both hold an interest. They therefore operate under joint operational management (Executive Board Jungfraubahnen). Jungfraubahnen operate uniformly and exclusively under the registered brand Jungfrau – Top of Europe.

Jungfraubahn Group: Jungfraubahn Holding AG and its subsidiaries. The subsidiaries are: Jungfraubahn AG, Wengernalpbahn AG, Firstbahn AG, Parkhaus Lauterbrunnen AG, Jungfrau Shopping AG, Jungfrau Gastronomie AG, Bergbahn Lauterbrunnen-Mürren AG, Top of Interlaken AG, Top of Travel AG, Grindelwald Grund Infrastruktur AG, Jungfraubahnen Management AG and Sphinx AG Jungfraujoch.

2.2 Ethics

Suppliers shall treat their employees with respect and shall not tolerate any form of discrimination or sexual harassment.

Suppliers are obliged to respect human rights and ensure that no products or services are created through exploitation or in violation of human rights.

Workplace safety must comply with applicable legislation and/or customary industry standards. Through awareness-raising measures, employee health shall be promoted and accidents prevented. The document "Work by Third Parties", which regulates safety for on-site work, is additionally available on the company website.

2.3 Environment

Together with our Suppliers, we are committed to responsible environmental stewardship. We expect environmental impacts to be continuously reduced, resources to be used efficiently, and waste to be avoided wherever possible. Hazardous substances must be clearly labelled, handled with care, and disposed of at all times in accordance with applicable regulations.

3. Verification and Non-Compliance

Jungfraubahnen reserves the right to verify compliance with this Supplier Code of Conduct by means of self-assessments, on-site audits, or confirmation of certifications or standards.

A breach of this Supplier Code of Conduct may, as a last resort, constitute good cause for Jungfraubahnen to terminate the business relationship, including all related supply contracts.

4. Reporting Violations

The Supplier shall immediately inform their contact person at Jungfraubahnen in writing as soon as they become aware of, or suspect, a violation of the values set out in this Code within their operations or along their supply chain. Reports may also be submitted confidentially via whistleblowing@jungfrau.ch. Jungfraubahnen reserves the right to take appropriate action.