

# Code of Conduct



## Ethics

Leclanché ("the Company") will conduct its business honestly and ethically wherever we operate in the world and are expecting our customers and suppliers to do the same. The Company will consistently improve the quality of its services, products and operations and will create a reputation of honesty, fairness, respect, responsibility, integrity and sound business judgment. No illegal or unethical conduct on the part of officers, directors, employees, or affiliates in the Company's best interest. The Company will not compromise its principles for short term-advantages. The ethical performance of the Company is the sum of the ethics of the men and women who work here. Thus, everyone in the Company is expected to adhere to high standards of integrity. The Company firmly believes that good ethics translates into good business.



## Health and Safety

The Company is committed to an injury-free and illness-free workplace that is operated in an environmentally sound manner in compliance with all relevant laws and regulations that protect worker safety and the environment. Employees should perform work in a safe manner.



## Confidentiality

The Company is committed to maintaining the highest degree of integrity in all its dealings with potential, current and past customers, both in terms of normal commercial confidentiality, and the protection of all personal information received in the course of providing the business services concerned. We extend the same standards to all our customers, suppliers and associates.



## Duty of care

Company's actions and advice will always conform to relevant law; the Company believes that all businesses and organizations, should avoid causing any adverse effect on the human rights of people in the organizations the Company deals with, the local and wider environments, and the well-being of society at large.



## Conflict of interest

The Company expects that employees will perform their duties conscientiously, honestly, and in accordance with the best interests of the Company. Employees shall not use their positions or the knowledge gained as a result of their positions for private or personal advantage. Regardless of the circumstances, if employees sense that a course of action they have pursued, or are presently pursuing, or are contemplating pursuing may involve them in a conflict of interest with the Company, they should immediately communicate all the facts to their supervisor.



## Relationships with customers and suppliers

Employees should avoid investing in or acquiring a financial interest for their own accounts in any business organization that has a contractual relationship with the Company, or that provides goods or services, or both, to the Company if such investment or interest could influence or create the impression of influencing their decisions in the performance of their duties on behalf of the Company.





## Gifts, Entertainment, and Favours

Employees must not accept entertainment, gifts, or personal favours that could, in any way, influence, or appear to influence, business decisions in favour of any person or organization with whom or with which the Company has, or is likely to have, business dealings. Similarly, employees must not accept any other preferential treatment under these circumstances because their positions with the Company might be inclined to, or be perceived to, place them under obligation to return the preferential treatment.



## Pricing

Company's pricing is always competitive for what it provides, which is high quality, tailored, specialized energy storage solutions and services. As such, the Company does not generally offer arbitrary discounts; generally, a reduction in price is only enabled by reducing the level or extent of services to be delivered. That said, the Company always tries to propose solutions which accommodate its customers' available budgets and timescales.



## Intellectual property and moral rights

The Company retains the moral rights in, and ownership of, all intellectual property that it creates unless agreed otherwise in advance with its customers. In return the Company respects the moral and intellectual copyright vested in its customers' intellectual property.



## Quality assurance

The Company maintains the quality of what it does through constant ongoing review with its customers, of all aims, activities, outcomes and the cost-effectiveness of every activity. The Company encourages regular review meetings and provides regular progress reports.



## Professional conduct

The Company conducts all its activities professionally and with integrity. The Company takes great care to be completely objective in its judgement and any recommendations that it gives, so that issues are never influenced by anything other than the best and proper interests of its customers.

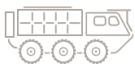


## Equality and discrimination

The Company always strives to be fair and objective in its actions, and it is never influenced in its decisions, actions or recommendations by issues of gender, ethnicity, creed, colour, age or personal disability.



Violation of this Code of Conduct can result in discipline, including possible termination. The degree of discipline relates in part to whether there was a voluntary disclosure of any ethical violation and whether or not the violator cooperates in any subsequent investigation.



**Together we build a better Leclanché by living our values and owning the safety of our products, our customers and co-workers every day, in every decision.**

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