

Swisscontact works in many different countries and cultural environments. Our values are to be recognised and respected by all employees.

The objective of the Code of Conduct (CoC) is to provide the employees with guidelines concerning their expected conduct at work and in public regardless of their cultural background. Compliance with the CoC ensures a constructive and innovative working climate based on mutual trust and safeguards Swisscontact's reputation and operational efficiency.

Furthermore the CoC is an integral part of Swisscontact's contracts with its contractual partners and consultants. They take on the commitment to hold themselves accountable for the observance of the CoC and to behave accordingly.

Swisscontact employees, consultants and partners must therefore:



Respect contractual and legal obligations, comply with all applicable laws and regulations.



Adhere to high ethical standards by respecting the rights and dignity of all persons with whom they are dealing and respect all persons equally and without discrimination based on gender, color, religion, social status, age, disability, sexual orientation, family status or nationality. Mobbing and sexual harassment are not tolerated.



Employees shall conduct all duties with integrity, free from corruption, nepotism, bribery, etc. They shall not accept illicit benefits nor extend such benefits to other persons.



Not compete in any way with Swisscontact's business and avoid conflicts of interest to the detriment of Swisscontact.



Comply with the International Labour Standards (ILO) and the regulations on child and youth protection, and comply with Swisscontact's Local Security Plan.



Keep Swisscontact's business, financial and technical data as well as internal business documents confidential and not misappropriate Swisscontact's or other companies tangible or intellectual property.



Actively help Swisscontact in achieving compliance with this Code of Conduct. Read the full Code of Conduct to learn how Swisscontact makes its CoC work and consult it in case of a suspected breach of CoC.

All employees and partners ensure to adhere to the CoC. Disregard for the CoC can lead to measures consistent with a violation of the contract.