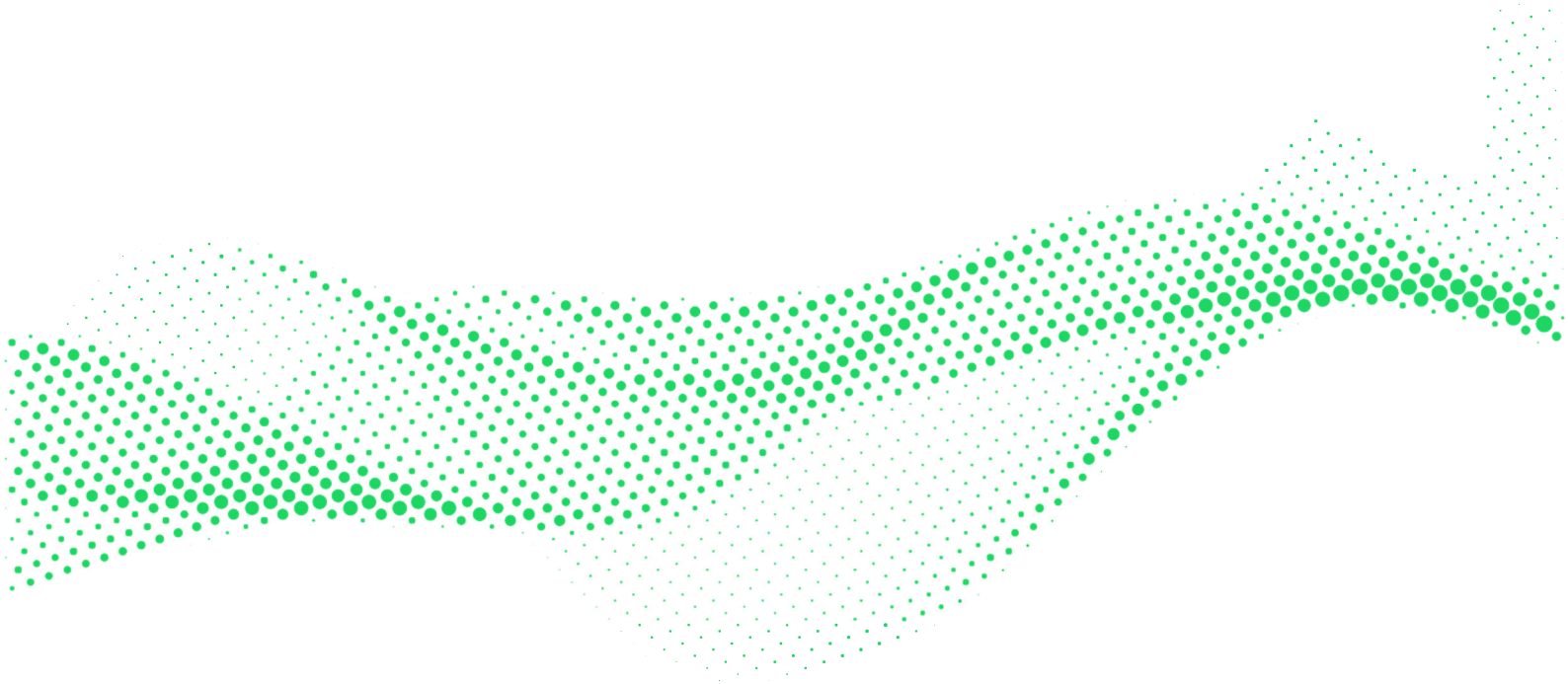


# **Salt Mobile SA**

## Social Responsibility and Sustainability Policy



# **Salt.**

Document Version

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## Purpose

The purpose of this Policy is to provide a shared framework for our corporate responsibility goals, to define the strategy to achieve them and ultimately contribute to a more sustainable and socially conscious world.

This document includes a definition of the roles and responsibilities assigned to senior management, ensuring that we give ourselves the means to achieve our ambitions.

With this policy:

We acknowledge that our activities have an impact on the environment and society as a whole. It is therefore our duty, through open dialogue with our stakeholders, to minimise negative impacts while strengthening positive contributions, in order to maximise our role in advancing sustainable development and the achievement of the UN Sustainable Development Goals (UN SDGs)<sup>1</sup>. We recognise society's expectations for a fairer world and a clean environment, and we commit to focusing on areas of social responsibility where we can make a direct difference or which fall within our sphere of influence. To this end, we define strategic actions, identify our stakeholders, and establish clear guidelines to ensure meaningful engagement and the consideration of their interests.

To prepare this Policy, we relied on ISO 26'000<sup>1</sup> and the ISO Guidelines for contributing to the UN SDGs<sup>2</sup> as a guidance and UN SDGs<sup>1</sup> as our compass.

## Scope

The terms "we", "our" or "Salt" are used throughout the present document to cover all of the below entities:

- Salt Mobile SA
- Salt (Liechtenstein) AG
- Salt Services SA (Portugal)
- Matterhorn Telecom SA<sup>3</sup>
- Matterhorn Telecom Holding SA<sup>4</sup>

## Roles and responsibilities

The role of the Board of Directors of each company under the Scope is to oversee the strategic direction of the respective company. The Management Board is in charge of the operational activities.

The following individuals are designated as Sponsors, with the responsibility to supervise and manage this Policy:

- Marc Furrer (Chairman of Salt Mobile SA Board of Directors)
- Massimiliano Nunziata (CEO of Salt Mobile SA / Management Board)
- Franck Bernard (CFO and deputy CEO of Salt Mobile SA / Management Board)

The Sponsors ensure that Salt progresses towards its social responsibility and sustainability goals.

Salt's senior management commits to demonstrate leadership and actively promote the principles set out in this Policy, serving as role models throughout the organization.

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<sup>1</sup> <https://www.iso.org/iso-26000-social-responsibility.html>

<sup>2</sup> <https://www.iso.org/standard/87945.html>

<sup>3</sup> Parent company of Salt Mobile SA

<sup>4</sup> Parent company of Salt Mobile SA

## Salt values

We aim to deliver transparent services with a strong brand identity and the highest standards of customer care, supported by excellent network coverage and offerings that provide high value for money, making us the smart choice for our customers. We put our values into practice and strive to embody them in everything we do. Our social responsibility and sustainability commitments are rooted in these values, which in turn guide and reinforce our actions.

Our values:

### Personal

We care.  
Humans, not numbers.

### Original

We embrace innovations.  
And adopt them with purpose.

### Simple

We are straightforward.  
No fuss.

### Efficient

We stick to what matters.  
Nothing more, nothing less.

### Sincere

We never hide the truth.  
Honestly.

## Guidelines governing Salt relationships with our stakeholders

Based on our materiality assessment, we have identified our main stakeholders and their main requirements while also considering the broader expectations of society with respect to each core topic.

We will regularly update this assessment to ensure that this Policy reflects the latest environmental and societal developments.

Compliance with the law is a fundamental element of sound corporate governance and is an essential part of our social responsibility. We will always comply with applicable law and expect the same from our employees and suppliers. At the same time, we recognise that societal expectations may go beyond legal obligations. In cases where the law is less demanding, the principles set out in this Policy shall prevail.

## with the consumers in general and our subscribers in particular

Our subscribers are at the heart of our strategy, and we are committed to offering high-quality and innovative products at attractive prices.

We take their interests and expectations seriously, continuously evaluating and improving our products, services, technologies, and processes.

Quality and innovation are the driving forces behind everything we design and bring to market. We also recognise that public concerns regarding the safety and security of our products are of paramount importance, and we carefully assess and responsibly adopt new technologies to meet these expectations.

We are committed to treating our subscribers fairly by offering them products and services that best meet their needs and by addressing their feedback and concerns. Guided by our value of sincerity, we provide accurate and transparent information about the quality, features, and availability of our products.

We also work to prevent exclusion by considering the specific needs of subscribers with disabilities and ensuring that our services are progressively accessible to all through the application of digital accessibility principles.

Finally, we are firmly committed to respecting individuals and their right to privacy, and we strictly comply with all applicable laws on the processing and protection of personal data.



Core object: Consumer Issues  
UN SDG 9

## with our employees

At Salt, we care about our people. We value their motivation, skills and sense of initiative, and expect their loyalty, integrity and accountability. We are committed to providing a healthy and safe workplace for everyone, as set out in our Occupational Health & Safety Policy, and to fostering conditions that enable employees to develop their professional expertise while strengthening their individual sense of responsibility.

We foster a culture of knowledge sharing and innovation, with teams composed of people from diverse cultural and professional backgrounds. We do not tolerate harassment, nor discrimination of any kind, particularly in hiring and promotion, and we work actively to ensure equal treatment for all, including the elimination of gender-based pay gaps. Procedures are in place for employees to report any non-compliance with our Ethics Policy, and we ensure that all cases are thoroughly investigated and appropriately sanctioned.

We promote diversity and inclusion across our workforce, valuing differences in background, experience, and perspective. No person may be discriminated against, in particular on grounds of origin, race, gender, age, language, social position, way of life, religious, ideological, or political convictions, or trade union activities, or because of a physical, mental or psychological disability. We are committed to fostering a work environment where everyone feels respected, included, and able to express themselves freely.

We contribute to Swiss youth education and support their entry into the labour market, particularly by training apprentices. We enable the continuous development of our employees, encouraging them to seek training opportunities that enable them to perform their duties effectively, adopt new technologies responsibly, and grow both personally and professionally.

The privacy and security of our employees are a priority, and we treat all personal data in strict compliance with the applicable law.

We recognise the rights of our employees to collective bargaining and are committed to conducting all discussions in good faith.

We go beyond legal requirements in areas such as parental leave, accident insurance and retirement plans. Whenever compatible with our business activities, we also offer flexible working arrangements in terms of time and location, enabling employees to better balance their professional and personal lives.

We fully acknowledge the benefits of balanced gender representation in our workforce and strive to maintain, and further increase gender diversity across all fields of expertise.



Core object: Labour Practices  
UN SDGs 3, 4, 5, 8, 10

## with our shareholders/investors

The Board of Directors (BoD) of Salt Mobile SA is composed of directors with diverse backgrounds, and areas of expertise.

We are committed to upholding high standards of governance, in line with our internal regulations and recognised risk management practices.

We are committed to conducting our business ethically, responsibly, and with integrity, while avoiding conflicts of interest. We have zero tolerance for bribery and corruption. Our Ethics Policy guides our efforts in these areas and applies across all levels of our organisation, as well as to our suppliers through our Supplier Code of Conduct. We make sure that the Ethics Policy is communicated and understood across the organisation and by relevant external partners.

We provide our shareholders and investors with clear, relevant and reliable information on a regular and timely basis.

Our Investor Relations team maintains an open and transparent dialogue with the investor community, always in compliance with the rules and regulations applicable to our listed instruments.



Core object: Organisational and Corporate Governance  
UN SDG 16

## with our suppliers

We are committed to building fair and respectful business partnerships, recognising that lasting success requires a shared vision and common goals.

We foster long-term relationships with our suppliers and subcontractors to ensure the best possible service for our customers, and we expect them to uphold ethical standards consistent with our own, as set out in our Supplier Code of Conduct.

We are conscious that our sourcing decisions have impacts far beyond our own organisation; therefore, we engage with our suppliers to promote practices that support our own social responsibility and sustainability objectives.

We are committed to responsible sourcing in line with internationally recognised standards, working to minimise negative social and environmental impacts while creating shared value across the supply chain.

To support this, we have developed a Responsible Procurement Policy that defines the due diligence process we follow to integrate social responsibility and sustainability criteria in our supply chain decisions.

We also ensure compliance with the requirements of our Supplier Code of Conduct and carry out a thorough evaluation when necessary.

Both our Responsible Procurement Policy and our Supplier Code of Conduct are aligned with the Universal Declaration of Human Rights<sup>5</sup>, the OECD Anti-Bribery Convention<sup>6</sup>, the International Labour Organisation Conventions<sup>7</sup> (particularly those banning child labour and forced or compulsory labour) as well as other internationally recognised human rights standards.



Core object: Fair Supply Chain, Responsible Sourcing, Human Rights  
UN SDGs 8, 10, 12, 16

## with the community

We believe that business should play a positive role in the community and contribute to well-being and progress through sustainable practices.

We also recognise our responsibility to respect human rights and the environment wherever we operate.

Accordingly, we are committed to conducting our business in strict compliance with applicable local laws and internationally recognised standards pertaining to human rights and proper governance, including the Universal Declaration of Human Rights<sup>5</sup>, the OECD Anti-Bribery Convention<sup>6</sup>, the International Labour Organisation Conventions<sup>7</sup> (particularly those banning child labour and forced or compulsory labour) and the UN Guiding Principles on Business and Human Rights<sup>8</sup>.

<sup>5</sup> <https://www.un.org/en/about-us/universal-declaration-of-human-rights>

<sup>6</sup> <https://www.oecd.org/content/dam/oecd/en/topics/policy-sub-issues/fighting-foreign-bribery/Convention%20and%20commentaries%20booklet%202024.pdf>

<sup>7</sup> [https://normlex.ilo.org/dyn/nrmlx\\_en/f?p=NORMLEXPUB:12000:0::NO::P12000\\_INSTRUMENT\\_SORT:2](https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12000:0::NO::P12000_INSTRUMENT_SORT:2)

<sup>8</sup> [https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinessshr\\_en.pdf](https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinessshr_en.pdf)



We are committed to supporting the development of a robust and resilient infrastructure, with the goal of reducing social and geographic digital divides and contributing to the growth of the Swiss economy.



Core object: Socially responsible business practices, community involvement and development  
UN SDGs 8, 9, 10, 11, 16

## with our competitors

We fully support healthy competition as a key driver of growth and innovation. This means competing fairly, acting with honesty, and succeeding through the quality of our products and services. We also recognise that protecting intellectual property rights is essential to fostering innovation, and we are committed to respecting the rights of third parties.



Core object:  
Fair Operating Practice UN  
SDG 16

## with the environment

We acknowledge that our activities have an impact on the climate, and we are committed to actively contribute to global efforts to reduce carbon emissions, in line with internationally recognised targets and the Swiss Climate and Innovation Act.

We measure and monitor our environmental performance and report results transparently.

We work to reduce the impact of our operations by implementing energy-efficient solutions across our network and buildings, and by encouraging the use of public transport and virtual meeting technologies to limit business travel.

We also recognise that some of our products carry a tangible environmental footprint, which we address through eco-design principles, reducing unnecessary packaging, offering refurbished equipment, and providing recycling programs to ensure responsible end- of-life or reuse of electronic waste.

As set out in our Supplier Code of Conduct, we encourage our suppliers to actively minimise their environmental impacts.



Core object: Environment  
UN SDGs 11, 12, 13, 14, 15

## Communication of this Policy and compliance

This Policy is communicated to all employees, relevant stakeholders, and suppliers. It is publicly available on our website.

We ensure that employees are familiar with the Policy and of the related codes of conduct, and we provide the necessary training and support to help them to apply its principles in practice. All relevant third parties are also required to adhere to the principles of this Policy.

We maintain a safe and confidential process for employees and third parties to report grievances or breaches. Concerns may be reported by sending an email to: [whistleblowing@salt.ch](mailto:whistleblowing@salt.ch) or in writing to: Whistleblowing, Salt Mobile SA, Avenue de Malley 2, 1008 Prilly, Switzerland. Once an issue has been reported, we act promptly to address it and, where necessary, take measures to prevent recurrence.

## UN Sustainable Development Goals

