# Code of Conduct

The rules everyone who works for AVVI keeps to.

**VERSION 2** 17 NOVEMBER 2026 ENGLISH PUBLIC

## 01 Why we have this code

AVVI builds security and defence software for governments, armed forces and the organisations that protect them. Our customers trust us with decisions that matter. This code sets out how we keep that trust.

In this document, “AVVI”, “we” and “us” mean the company named in the imprint on avvi.ch/legal and the companies in its group.

## 02 Who it applies to

Everyone who works for AVVI or on its behalf: directors, employees, contractors and anyone else who acts in our name. Managers make sure their teams know it and follow it.

## 03 People stay in command

We build software that keeps a person in command of every decision to use force. We never build, sell or switch on a function that lets a machine start an engagement without the approval of a named person. Our Responsible Use and Human Control policy (AVVI-POL-004) sets out what this means in practice.

## 04 Obey the law, everywhere we work

We keep to the law of every country where we work, including export control and sanctions law (AVVI-POL-005), anti-bribery law, competition law, data protection law and employment law. Where our rules are stricter than the law, our rules apply.

## 05 No bribes

We never offer, give, ask for or accept a bribe, directly or through anyone else. We make no facilitation payments. Gifts and hospitality must be modest, open, recorded and never given to influence a decision. We give nothing of value to a public official involved in a procurement that concerns us. We check agents, advisers and partners before we work with them and pay them only for real work at a fair price.

## 06 Fair competition and fair procurement

We compete on the quality of our work. We never agree prices, bids or markets with competitors, and we never use confidential information about a tender or a competitor's bid that we should not have. We follow the procurement rules of every public buyer.

## 07 Conflicts of interest

Tell Management at once about any interest that could affect, or seem to affect, your judgement for AVVI: a stake in a supplier or competitor, a family member at a customer, outside work. Most conflicts can be managed once they are known.

## 08 Protect information

Customer information, classified information and our own confidential information are shared only with people who need them and are allowed to see them, and only on approved systems. We follow each customer's security rules and the conditions of any security clearance. Report a lost device, a suspected breach or a security weakness at once.

## 09 Respect personal data

We collect only the personal data we need, use it only for the purpose we gave, protect it and delete it when that purpose ends.

## 10 Respect at work

We treat each other with respect. We do not tolerate discrimination, harassment, bullying or retaliation. We keep our workplaces safe and we never use forced, bonded or child labour.

## 11 Say only what is true

What we say about our products is true and we can show it. We never call a product certified, approved or accredited before it is, and we state limits plainly.

## 12 Keep accurate records

Our books, records, test results and reports are complete and correct. We keep test, release and review records for our products for 15 years.

## 13 Speak up

If you see or suspect a breach of this code or of the law, tell your manager, Management or use the routes in our Speak-up Policy (AVVI-POL-003). Nobody suffers for raising a concern in good faith.

## 14 If the code is broken

A breach of this code can lead to disciplinary action, up to dismissal or the end of a contract, and we report crimes to the authorities where the law requires it.

## 15 Ownership

Management owns this code and reviews it every year.

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Version 2 replaces version 1 of 1 November 2026. AVVI now makes software only; the parts about our own interceptor are removed.

The current version of this document is published at avvi.ch/docs/avvi-code-of-conduct.pdf. If you have a question about it, write to us through avvi.ch/contact.