

## Bank Sarasin's social policy

### Our principles

- Bank Sarasin sees corporate social responsibility as a very important aspect of its business activity. High ethical standards are crucial for all our decisions.
- Each employee is responsible for their own ethical conduct within their particular area of work. The Bank provides the necessary support for this.
- In the interest of sustainability, we consider not only the profitability but also the social responsibility and environmental implications of our decisions.
- Honest and fair conduct towards our clients, employees and competitors are very important for us. Every person is treated with dignity and respect.
- We want to offer our employees attractive terms of employment and working conditions. By this we understand salaries and social benefits in line with their performance and current market practice, career development possibilities, a good working environment, equal opportunities and a suitable balance between professional and private life. We encourage the professional development of our employees through training and personal development programmes.
- We aim to meet high standards in the areas of corporate governance and transparent reporting.
- We support cultural and charitable activities by participating in organisations and making donations.
- We foster open communication with our stakeholders.

### Implementation of our social policy

The Executive Committee (ExCo) is responsible for implementing our social policy. ExCo is advised in this area by the Sustainability Committee.

This social policy was approved by the Executive Committee of Bank Sarasin & Co. Ltd on 1 December 2009. It is regularly reviewed and updated as necessary. The next review will take place within five years at the latest.