Code of Conduct JOIN Solutions AG

JOIN Solutions AG (“JOIN”) operates a recruiting platform that connects companies and candidates. We are committed to acting lawfully, ethically and responsibly in everything we do. This Code of Conduct sets out the principles that guide our business and that we expect our employees, partners and suppliers to uphold.

1. Compliance with Law

We comply with all applicable laws and regulations in the jurisdictions in which we operate, including data protection (GDPR), anti-corruption, competition and employment law. We do not tolerate bribery, corruption or any form of fraudulent conduct.

2. Human Rights and Labour Standards

We respect internationally recognised human rights. We reject child labour, forced labour and any form of modern slavery. We provide a safe working environment and uphold fair working conditions, fair pay and freedom of association.

3. Equal Treatment and Non-Discrimination

We treat all people with dignity and respect. We do not tolerate discrimination or harassment on the basis of gender, age, ethnicity, religion, disability, sexual orientation or any other protected characteristic, and we promote diversity and inclusion across our organisation and platform.

4. Data Protection and Information Security

We handle personal data lawfully, transparently and securely, in line with the GDPR and our ISO/IEC 27001:2022-certified information security management system. We protect the confidentiality, integrity and availability of the data entrusted to us.

5. Environmental Responsibility and Sustainability

We act responsibly toward the environment, seek to minimise the environmental impact of our operations and support sustainable business practices.

6. Integrity in Business Conduct

We compete fairly, avoid conflicts of interest and maintain accurate and honest records. We expect the same standards of integrity from the partners and suppliers we work with and, where reasonably possible, encourage them to adopt equivalent principles.

7. Raising Concerns

We encourage employees and partners to report suspected violations of this Code without fear of retaliation. Reported concerns are reviewed and addressed appropriately.