

# Compliance Controlling Standards

Control system



### Code of Conduct and directives

As a responsible company, Baloise has a Code of Conduct in place that covers the essential legal and ethical rules for its employees. The Baloise Code of Conduct serves as a set of guidelines for the way we work and act every day and aims at ensuring that our employees comply with Baloise's ethical regulations and principles.

The general principles of the Code of Conduct are set out in concrete terms in various guidelines and principles.

### Compliance Controlling Standards

The Baloise Compliance Controlling Standards are an internal control system (ICS) designed to ensure our employees adhere to compliance requirements and our Code of Conduct.

Compliance identifies the fundamental areas within its sector that are most associated with risk (e.g. data protection, insiders, money laundering, competition law, economic sanctions, corruption, fraud and cross-border services) and includes them in the Compliance Controlling Standards. Since these types of risk may be subject to legal and societal changes, they are reviewed on an annual basis and amended or added to where necessary.

The Compliance Controlling Standards also include master controls for each compliance risk. These master controls are designed to be used by the business units to minimise risk when carrying out key controls. They are based on legal, internal, ethical and other guidelines and are intended to ensure regular reviews are carried out as to the implementation of these guidelines, using appropriate measures and controls. Typically, this requires company-wide controls, such as

directives and employee training sessions, and process controls.

Assessments of individual compliance risks and key control evaluations are carried out on a regular basis as part of the ICS process. This process and the assessment of individual compliance risks mean Compliance is closely linked to Risk Management.

The assessments are reviewed and consolidated by Group Compliance and submitted to the Corporate Executive Committee (CEC) and Board of Directors on a regular basis.

Compliance reporting allows Compliance, the CEC and the Board of Directors to identify, evaluate and monitor compliance risks and, where necessary, to take steps to minimise them.

Baloise Group  
Aeschengraben 21  
4002 Basel  
Switzerland

[www.baloise.com](http://www.baloise.com)