Code of Conduct

The Change Republic GmbH, Rötibodenstrasse 34, 8820 Wädenswil, Switzerland, UID CHE-131.869.164

This code applies to The Change Republic GmbH, to its founder and to anyone who works for us or on our behalf, including associates and subcontractors.

1. Law and honest dealing
We follow the laws that apply to our work in every country where we work. We describe our services, prices and credentials truthfully. We keep accurate accounts and pay our taxes and social security contributions on time.

2. Bribery and gifts
We do not offer, pay or accept bribes or any other improper benefit, directly or through others. Gifts and hospitality stay modest, occasional and open, and we follow the client's own rules on them.

3. Conflicts of interest
If a personal or financial interest could influence our work, we tell the client before the work starts or as soon as we become aware of it.

4. Fair competition
We win work on what we offer. We make no agreements that restrict competition, and we do not use a competitor's confidential information.

5. Confidentiality and personal data
We use client information only for the agreed work. We share it only with people and service providers who need it for that work and who are bound to protect it. Coaching conversations stay confidential. We handle personal data under the Swiss Federal Act on Data Protection and, where it applies, the EU General Data Protection Regulation.

6. Use of AI
We use AI tools in our work. We choose tools and settings that protect client information. A person checks every result before it is used and is responsible for it.

7. People and human rights
We treat everyone with respect and do not tolerate discrimination, harassment or bullying. We support internationally recognised human rights and reject forced labour and child labour. Everyone who works for us receives fair pay and safe working conditions.

8. Environment
We limit the environmental effects of our work, including travel and energy use, where we reasonably can.

9. Suppliers and subcontractors
We expect the people and companies who work with us to meet the same standards.

10. Raising a concern
Anyone can raise a concern about this code with Tünde Lukacs at tl@thechangerepublic.com. We treat concerns confidentially, and nobody who raises one in good faith will suffer for it. A breach of this code can end the working relationship. We review this code once a year.

Tünde Lukacs, Founder and CEO
Wädenswil, 6 November 2026