

---

# Charter of the Swiss National Bank

SCHWEIZERISCHE NATIONALBANK  
BANQUE NATIONALE SUISSE  
BANCA NAZIONALE SVIZZERA  
BANCA NAZIUNALA SVIZRA  
SWISS NATIONAL BANK



# Our values

---

## **OUR ACTIONS SERVE THE INTERESTS OF THE COUNTRY AS A WHOLE**

---

As Switzerland's central bank we are responsible for ensuring price stability, and within the framework of the Constitution and law we pursue a monetary policy that serves the interests of the country as a whole. As employees of an institution with a unique mandate, we bear a considerable responsibility.

We fulfil our tasks independently. We ensure the transparency of our activities by rendering detailed account to the Federal Council, the Federal Assembly and the general public.

## **OUR MOST IMPORTANT ASSET IS OUR CREDIBILITY**

---

With our actions we seek to foster trust and safeguard the reputation of the SNB. We communicate actively and openly and cultivate dialogue with the public and business representatives in all regions of Switzerland. We promote knowledge of monetary policy issues.

We gear our organisation and processes to the fulfilment of our tasks and ensure that the SNB's standing is maintained.

We are a committed and reliable partner in our collaboration with domestic and foreign authorities, central banks and international organisations.

## **OUR STANDARDS ARE EFFECTIVENESS, EFFICIENCY AND SUSTAINABILITY**

---

We implement monetary policy in a targeted manner and our work is characterised by high standards, foresight and consistency. We create the conditions that allow us to perform our core tasks even in crisis situations.

We are committed to operational efficiency. We set priorities and focus our resources on the essentials. We review our structures and decision-making processes on a regular basis.

We are careful in our use of natural resources when carrying out our operational activities. In particular, we ensure high energy efficiency and contribute to climate protection.

We take account of economic, environmental and social criteria in our procurement processes and avoid conflicts of interest. We place value on equal treatment and integrity in our collaboration with our business partners.

## **OUR CORPORATE CULTURE IS ONE OF OPENNESS AND RESPECT**

---

We foster a corporate culture based on openness and dialogue. Our interpersonal relations within the company are characterised by mutual trust and respect. We are dedicated and proactive and work together to achieve our goals.

We are committed to equal opportunity and diversity. We believe that diversity and having a wide range of perspectives support us in fulfilling our mandate. As a national institution, we implement and foster multilingualism.

We ensure conditions that enable all employees – irrespective of gender, language, origin, age, sexual orientation, religion or other personal characteristics – to work successfully and with commitment in the interests of our performance mandate, and to feel they are part of our institution. We do not tolerate harassment or discrimination in the workplace. We respect the privacy of all employees.

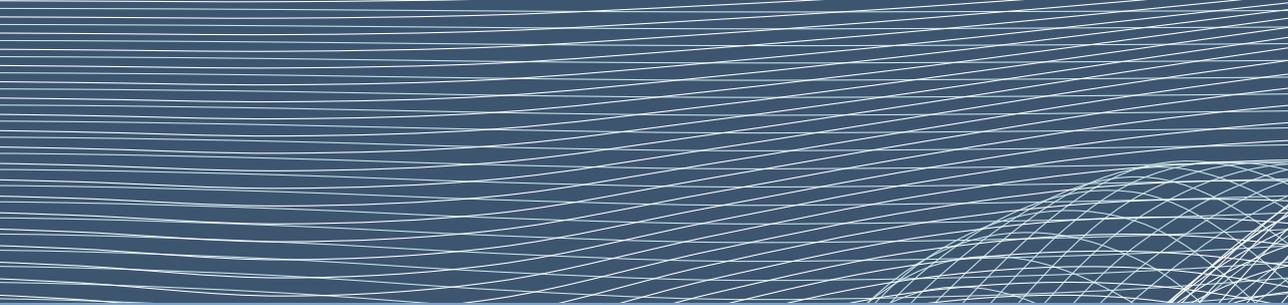
As managers, we lead by example. We create a motivating environment in which our employees can deliver high performance. We choose the person who is most suitable from the professional and personal perspective. We uphold the principle of equal pay for equal work or work of equal value.

## **OUR EMPLOYMENT CONDITIONS ARE PROGRESSIVE**

---

We select staff carefully at all hierarchical levels and support them individually in their development. We encourage training and further education, allowing employees to develop their skills and maintain their employability. We specifically prepare suitable junior staff members for more demanding positions and encourage internal mobility for all employees.

As an employer, we accept our social responsibility. Our employees' health and well-being are important to us. We offer a market and performance-based remuneration package, as well as a progressive occupational pension plan.



SCHWEIZERISCHE NATIONALBANK  
BANQUE NATIONALE SUISSE  
BANCA NAZIONALE SVIZZERA  
BANCA NAZIUNALA SVIZRA  
SWISS NATIONAL BANK

