



Charter of the Swiss National Bank

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

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Our values

OUR GUIDING PRINCIPLE: ACTING IN THE OVERALL INTERESTS OF THE COUNTRY

As the central bank, we are responsible for ensuring price stability and steering monetary policy in the interests of the country as a whole and within the framework of the Constitution and statute. As employees of an institution with a unique mandate, we bear a considerable responsibility.

We fulfil our tasks independently, but render detailed account to the Federal Council, the Federal Assembly and the public, thereby assuring the transparency of our activities.

OUR MOST IMPORTANT CAPITAL: CREDIBILITY

We aim to foster confidence with our actions and to uphold the reputation of the SNB. We communicate actively and openly, cultivating dialogue with the population and business representatives in all regions of Switzerland. We promote knowledge transfer in matters of monetary policy.

Our corporate governance ensures that our organisation and processes are geared to fulfilling the SNB's mandate and safeguarding its reputation as an institution.

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

OUR STANDARDS: 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 activities even in crisis situations.

In our capacity as a public institution, 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 believe in sustainable development and are careful in our use of natural resources. In particular, we strive for energy efficiency and contribute to climate protection.

We factor economic, environmental and social criteria in our procurement processes. Our dealings with our business partners are based on equal treatment and integrity.

OUR CORPORATE CULTURE: OPENNESS AND RESPECT

We are committed to the principles of diversity and equal opportunities and we respect the privacy of our employees. We do not tolerate harassment or discrimination in the workplace.

As managers, we set a positive example. We create a motivating environment in which employees can excel.

We foster a corporate culture based on openness and dialogue. Our interpersonal relations are characterised by mutual trust and respect. We are committed and proactive, and we work together to achieve common goals.

OUR EMPLOYMENT CONDITIONS: PROGRESSIVE

We select staff carefully at all hierarchical levels and support them individually in their development. We encourage training, allowing employees to further their skills and retain their competitiveness in the labour market. We specifically prepare suitable junior staff members for more demanding positions.

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