

PhoneAlone Code of Conduct

Our Ethical Commitment

At PhoneAlone, we have high ethical standards at the core of everything we do. We are committed to conducting our business with the utmost responsibility, integrity, and transparency. This Code of Conduct serves as a guiding framework for our employees, partners, and stakeholders, outlining our core values and principles that govern our behavior and business practices.

Compliance with Laws and Regulations

We strictly adhere to all applicable laws, regulations, and legal requirements in all aspects of our operations.

Honesty and Fairness

We promote a culture of honesty, fairness, and ethical behavior in all our interactions, both internal and external.

Conflicts of Interest

We avoid any conflicts of interest that may compromise our judgment or impartiality, ensuring that personal interests do not interfere with the best interests of our customers, partners, or the company.

Integrity and Transparency

Accuracy of Information

We are committed to providing accurate and reliable information about our products, services, and business practices to our customers, partners, and stakeholders.

Protection of Confidentiality

We respect the confidentiality of sensitive information, both internally and externally, and ensure proper safeguards are in place to protect it.

Responsible Business Practices

Customer Focus

We prioritize the needs and satisfaction of our customers, striving to deliver high-quality products and excellent customer service.

Environmental Responsibility

We are committed to continuously improving our environmental performance, taking the whole life cycle into consideration. We strive to improve our processes so that we can reduce energy and material use, emissions, and environmental risks.

We aim to ensure a long product lifetime by carefully designing our products using high-quality materials and a timeless design that fits into any office. Our product is flexible in nature and can be moved to a new office location minimizing product replacement. We strive to prioritize energy-saving solutions in our booths, and we prioritize regionally sourced sustainable products and local production in Europe.

Respect for Human Rights

We uphold and respect the fundamental human rights of our employees, customers, and stakeholders, including non-discrimination, fair treatment, and safe working conditions.

We do not favor or discriminate against anyone based on their gender, age, religion, ethnic origin, nationality, sexual orientation, disability, or any other characteristics.

We strictly prohibit the use of child or forced labor within our organization. We also refuse to collaborate with suppliers or subcontractors who employ such practices. Our commitment extends to promoting ethical labor standards throughout our supply chain.

Competing Fairly

We advocate for a free and competitive market. We promote our products honestly and compete fairly. We strictly avoid any actions that hinder fair competition or raise

concerns under competition laws. This includes refraining from sharing non-public information, such as pricing or market shares, with competitors. Our commitment lies in maintaining integrity and transparency in all competitive endeavors.

Anti-Corruption

We maintain a zero-tolerance policy against corruption. We strictly adhere to anti-corruption laws, promoting integrity, transparency, and ethical conduct at all levels of our organization.

Employee Conduct

Respectful Workplace

We foster a work environment that is free from discrimination, harassment, or any form of unfair treatment, promoting diversity, inclusion, and equal opportunities for all employees.

Professionalism and Teamwork

We value professionalism, collaboration, and mutual respect, promoting a positive and supportive work culture.

Personal Development

We encourage continuous learning, personal growth, and professional development opportunities for our employees, fostering their skills and talents.

Non-Compliance and Sanctions

Non-compliance with this policy may result in disciplinary actions and will be reported to the relevant authorities in accordance with any mandatory legal requirements.

This Code of Conduct embodies our commitment to responsible, ethical, and transparent business practices at PhoneAlone. By upholding these principles, we strive to build trust with our customers, partners, employees, and stakeholders, and contribute to a sustainable and successful future for our company.



Kim Siefert
CEO & Founder