



GF Corporate Policy Governance Framework

Corporate Policy On Human Rights (CI 1082)

This directive is issued in English. Any translation is not approved by the Corporation and as a matter of professional responsibility, must be carefully checked against the original.

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Terms and conditions

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1. Introduction

Georg Fischer (GF) believes human rights to be the fundamental rights, freedom and standards of which every human being is entitled too. The responsibility to respect human & labour rights is a global standard for expected conduct for all businesses wherever they operate. GF does not compromise on compliance with any applicable national laws and regulations. Our expectations are not just shaped by national laws and regulations, but also with respect to international standards and conventions.

GF is a signatory and an active participant of the UN Global Compact (UNGC) since 2015, which underscores its commitments to responsible business conduct. GF issues an annual "Communication on Progress" update to the UNGC.

2. Applicability

The GF Corporate Policy 1082 on Human Rights must be included in all HR regulations applicable of all employment contracts. For suppliers, subcontractors, or anyone else who provides services on behalf of GF it is also an integral part of the Code for Business Partners.

The expectations for ethical conduct and integrity, which define GF's corporate culture, are summarized in the GF Code of Conduct.

3. Commitment to respect international human rights standards

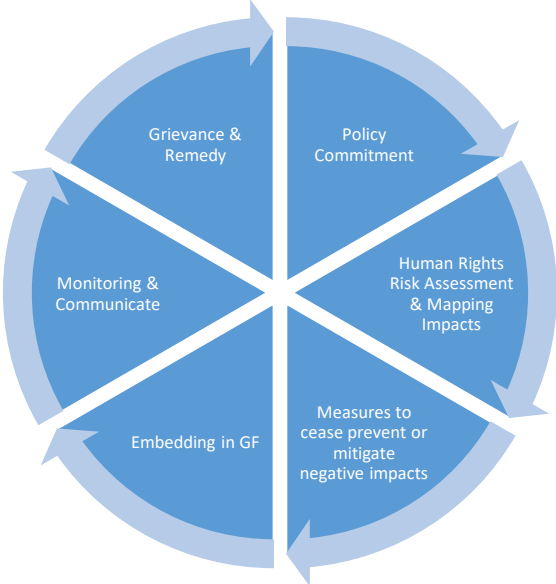
Respect for human rights is firmly rooted in GF's core values. Therefore, GF acknowledges adherence to the international human rights conventions and standards including the

- UN Guiding Principles on Business and Human Rights (UNGPs)
- [International Bill of Human Rights](#)
- [ILO Declaration on Fundamental Principles and Rights at Work](#)
- [International Labour Standards on Child Labour:](#)
 - ILO Convention No. 138, Minimum Age Convention
 - ILO Convention No. 182, Worst Forms of Child Labour Convention
- [The 10 Principles of the United Nations Global Compact](#), which we signed in 2015.
- [OECD Guidelines for Multinational Enterprises on Responsible Business Conduct](#)
- [OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas](#) and
- and applicable local laws that justify a higher level of protection.

4. Our approach

We establish a GF Human Rights Due Diligence (HRDD) process based on international conventions and standards to assess, address and report transparently on actual and potential human risks in our supply chain in line with the UNGPs.

GF Human Rights Due Diligence (HRDD) process



The internal GF process description for LkSG approach expands and clarifies the GF Human Rights Due Diligence (HRDD) process with reference to the legal requirements arising from the German Act on Corporate Due Diligence Obligations in Supply Chains (German Supply Chain Due Diligence Act).

5. Management leadership and cross-functional responsibilities

The Nomination and Sustainability Committee of the GF Board of Directors is responsible for the company’s overall sustainability performance and oversight including on matters related to human rights.

The Executive Committee oversees GF’s progress in reaching its strategic goals and targets.

To assist the Executive Committee in implementing the Sustainability Framework 2025, GF established the Corporate Sustainability Council (CSC). Headed by the CSC Chairperson, the council also meets twice a year and oversees and coordinates all sustainability-related activities. The CSC is informed at least annually on human rights topics to ensure a comprehensive approach to sustainability initiatives.

Corporate Sustainability coordinates sustainability activities within GF and with its external stakeholders to raise organizational awareness about human rights issues and set internal responsibilities to ensure a coordinate implementation of our GF Human Rights Due Diligence process across the corporation.

All corporate companies must continuously integrate human rights aspects into their business activities. We're dedicated to endeavors our products are responsibly sourced, avoiding materials linked to harm.

6. Commitment to support human rights

We operate across vast geographic locations, including areas where social, economic, and political factors may put human rights and working conditions at risk. The scope of applicability of this policy must comply with the minimum core GF standards of expected conduct for all business operations.

Bullying and sexual harassment: GF does not tolerate sexual harassment. Sexual harassment includes, but is not limited to, unwelcome advances and touching, suggestive jokes and other sexually motivated use of language, the unwanted showing or public exhibition of pornographic images as well as demanding sexual favors by exerting pressure or making promises. GF does not accept any other forms of harassment, threats, intimidation or bullying. Colleagues must not be ridiculed or excluded.

Child labour: We do not tolerate forced labor, child labor, or corporal punishment either at GF or at GF's suppliers, customers, or business partners. As such, we are committed to preventing human trafficking, debt bonded, indentured, and slave labor from GF's operations and GF's supply chain. GF prohibits the employment of anyone under the age of 15 in any position, and persons under the age of 18 are not allowed to perform hazardous work.

Fair wages/compensation: GF is committed to equal opportunity, respect, trust, and achievement within its organization. Upholding these values, the company provides fair and equal wages for equivalent work in alignments with GF's internal equal pay for equal work pay practices and guidelines. Furthermore, GF respects the right of employee to join employee representative bodies. GF requires its business partners to be aware of their social responsibility towards employees and to ensure that their employees' remuneration and working hours taking into account local legal requirement, are fair and reasonable. The business partner shall grant its employees the social benefits to which they are entitled by law or contract.

Forced or compulsory labour: GF refers to the definition of forced labor set out in the [ILO Forced Labour Convention No. 29](#): "all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily".

GF does not allow the practice of holding the identity papers of migrant workers, as it violates internationally recognized Human Rights. Any form of forced labor is prohibited.

Freedom of association/collective bargaining: The freedom of employees to organize themselves in unions or associations, or to enter into collective bargaining agreements, in accordance with local law, is respected without any restrictions or consequences. GF applies the principles of the [1958 Discrimination \(Employment and Occupation\) Convention from the International Labor Organization \(ILO\)](#).

Health and safety: All GF production companies certify their management system according to recognized standards of occupational health and safety management, according to ISO 45001. GF expects its business partners to maintain management systems to ensure compliance with this principle.

Minorities and Indigenous Peoples: GF is committed to utilizing environmentally friendly and resource-efficient processes and methods at our facilities to avoid adverse effects on the local population. In line with this commitment, GF's business partners are obligated to respect the rights of local communities, minorities, and Indigenous Peoples, ensuring that they refrain from engaging in any form of forced relocation in connection with their operations.

Non-discrimination: Any type of discrimination based on age, gender identity or gender expression, race, skin color national origin, ethnicity, religion, disability, sexual orientation, political affiliation, familial status, social background, or any other personal attribute protected under applicable laws, is prohibited. GF supports diversity and an inclusive work environment in all aspects of its business.

Working conditions, including hours: GF strives to comply with the legal maximum working hours and supports employees in striving for a balance between work and leisure. GF provides holidays or paid time off to enable employees to rest in line with the applicable laws and regulations. The line managers must ensure that the employees, as far as possible, take the vacations or paid time off they are entitled to. GF expects that employees of its business partners are able to find a balance between work and leisure time and that the respective applicable national legislation on maximum working time is observed. In case such requirements do not exist, GF recommends referring to ILO standards as a reference.

7. Human rights in the supply chain and products

GF is committed to maintaining and improving internal processes to avoid potential human rights issues in GF's supply chain and its products. These include child labor, human trafficking and modern slavery, the freedom of association and the effective recognition of the right to collective bargaining, and diversity and inclusion. Therefore, GF:

- Sets targets, monitors progress and reviews the performance of its targets at least annually;
- reports on issues regarding human rights and consults with stakeholders;
- seeks the participation of employees and management to communicate its aims and raise overall awareness;
- endeavors that human rights are understood and complied with by training employees and managers and
- commits to adopt grievance mechanisms, provide remedy to correct negative impacts, apply due diligence and conduct risk assessments.

The internal GF process description for LkSG approach expands and clarifies the GF Human Rights Due Diligence (HRDD) process with reference to the legal requirements arising from the German Act on Corporate Due Diligence Obligations in Supply Chains (German Supply Chain Due Diligence Act).

8. Whistleblowing mechanism and reporting

GF understands that creating avenues for individuals to voice their concerns and seek redress is vital. It has established the [GF Transparency Line – Speak Up, We Care](#) – an external whistleblowing system that enables stakeholders to report any violations or grievances related to human rights (e.g., discrimination, bullying, sexual assault, or legal violations). The GF Transparency Line is available 24/7 in nine languages (German, English, Chinese, French, Italian, Portuguese, Romanian, Spanish and Turkish). GF is committed to promptly addressing these issues and providing appropriate remedies to affected parties.

In addition, reports can be made to the supervisor, the next higher manager, in person or by calling, post, emailing or meeting the CCO, by submitting an e-mail to compliance@georgfischer.com or [contacting the Legal department or the Head of Internal Audit](#) in Schaffhausen (Switzerland).

9. Review

The Corporate Sustainability Team reviews this Human Rights Policy on a regular basis to reflect changes in the GF human rights risk profile, growing awareness, the implementation experience in our GF Human Rights Due Diligences process and does not constitute the base for any claims by any employees or third parties with regards to Georg Fischer Ltd or any of its corporate subsidiaries.

10. Document Revision and Release

Revision	Date	Author	Release Type
V0.1	08.04.2021	Johann Viljoen, Head Corporate Sustainability	First Release
V0.2	25.01.2024	Lindsay Zingg, Head Corporate Sustainability	Updated Corporate Policy identified gaps in GF's human rights commitments.

11. Document Approval

Approval Date	Approval Body	Valid from	Version
25.01.2024	Executive Committee	1 March 2024	V 2.0

12. Corporate Documents

Type	Name