



# ESG POLICIES

## HUMAN RIGHTS POLICY

### PURPOSE

The human rights policy describes the binding goals and obligations of Ammann in the area of human rights.

This policy applies to the Ammann Group, the entities that it owns, the entities in which it holds a majority interest, and the facilities that it manages. This policy applies to all employees of subsidiaries and affiliates worldwide. In addition, our subcontractors working at our sites are expected to comply with this policy.

### COMMITMENT AT THE HIGHEST CORPORATE LEVEL

Unless prescribed by law or the articles of incorporation, the management is delegated by the Board of Directors. Accountability for the implementation of this policy is overseen by the Chief Executive Officer and the heads of divisions. This ensures that every part of our business is clear about the responsibility to respect human rights and its day-to-day implementation.

### RELATION TO INTERNATIONAL STANDARDS

We are committed to conducting our business with the highest level of integrity in all aspects of our operations and respecting human rights throughout all areas of our supply chain. As an international group we live diversity, inclusion and multiculturalism in our everyday-work.

We are committed to develop an organizational culture which implements a policy of support for internationally recognized human rights and seek to avoid complicity in human rights abuses. We adhere to national law and regulation in each market in which it operates. We support the principles contained within the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises and the International Labor Organization's (ILO) fundamental conventions on labor standards.

### GENERAL RIGHTS AND OBLIGATIONS

#### **Forced labor and human trafficking**

We refuse any form of forced labor. In line with ILO Conventions No. 29 and No. 105, we shall under no circumstances use or benefit from forced labor or any other form of slavery or human trafficking.

#### **Child labor**

We are against any form of exploitation of children and refrain from employing children below the minimum age according to ILO Convention No. 138. Every child is to be protected from economic exploitation and from carrying out work that is considered dangerous, to have a negative effect on the child's education or to be harmful to the child's health and development.

#### **Fair and equal treatment**

We refuse any form of unfair and discriminatory treatment. In line with ILO Convention No. 111, we maintain workplaces that are free from any form of discrimination.

#### **Freedom of association and collective bargaining**

In line with the ILO Conventions No. 87 and No. 98, we grant our employees the right to form or join trade unions as well as the right to conduct collective negotiations in accordance with all applicable laws and regulations.

#### **Working time and rest days**

Working hours are managed in accordance with local regulations and applicable collective bargaining agreements.

#### **Wages and benefits**

We provide employees with regionally competitive compensation and benefits packages that meet all regulatory requirements. Wages, benefits, and overtime compensation shall at the very least comply with national legislation and agreements. We provide all legally mandatory benefits, such as public holidays, paid vacations, sick days, and maternity/paternity/family leave. Any deduction from wages as a disciplinary measure is prohibited.

## Safe and Healthy Working Environment

We comply with the applicable laws on health and safety in the workplace and prevent work-related injuries and illnesses, in line with ILO Convention No. 120 and international standards related to Occupational Health and Safety.

## PROCUREMENT

We source the raw material only from suppliers acting in formal working environments and monitor compliance with our standards. We review our supplier assessment processes and work on improving their effectiveness. Together with our suppliers we may take measures to improve the conditions of sourcing based on our standards.

## DESCRIPTION OF MEASURES AND RESPONSIBILITIES / HUMAN RIGHTS DUE DILIGENCE

The compliance office coordinates activities, sets priorities, and leads our company-wide efforts to respect human rights. Implementation responsibility rests with the operational units, which ensure integration of this policy in their respective regions.

In order to comply with international human rights standards, national laws and our policies we are striving to conduct human rights due diligence. Considering the impacts human rights violation can cause, we will prioritize appropriate actions to identify, prevent or mitigate those impacts in our value chains. Where we identify that we have caused or directly contributed to adverse human rights impacts, we would engage in appropriate measures by ourselves or in cooperation with other stakeholders.

We will regularly review and update the progress on our efforts.

## GRIEVANCE MECHANISM "WHISTLEBLOWING"

We encourage our employees to address suspected violations of this policy through the established accessible whistleblowing channels.

Our business partners and third-parties have the opportunity to access a web form at [www.ammann.com](http://www.ammann.com) to report potential violations of this policy.

## INTERNAL AND EXTERNAL COMMUNICATION

Respect for human rights is part of the group-wide Code of Conduct (CoC). All employees and managers undergo CoC trainings. The relevant training will constantly be optimized by the Compliance Office.



**Hans-Christian Schneider**  
CEO



**Alex Lamers**  
ESG Officer

This policy was approved and put into force by the board of directors on January 2023.

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