

Angst+Pfister Group Human Rights Policy



Dear Colleagues,
dear Partners,

The culture of the Angst+Pfister Group has always emphasized respect and fairness alongside with technical excellence and innovation. We value our employees as our most valuable resource. This policy reinforces the values of the Angst+Pfister Group, our Code of Conduct as well as our long-term strategic goals.

We work with business partners who share our commitment to Human Rights, ethics and compliance. We clearly communicate our expectations, agree on contractual obligations where appropriate and take necessary measures to ensure that these obligations are met.

We will continue to develop the integrity of our culture to contribute to the sound sustainable development of our company as well as strong partnerships.

A handwritten signature in black ink, appearing to read 'C. Domeisen'.

Christof Domeisen
CEO and Delegate of the Board
Angst+Pfister Group

A handwritten signature in black ink, appearing to read 'M. Chariatte'.

Marc-Antoine Chariatte
CFO
Angst+Pfister Group

Purpose

This policy sets forth the values and principles of the Angst+Pfister Group and reflects our commitment to

- uphold human and workplace rights in all Angst+Pfister Group operations globally
- respect the rights and dignity of all individuals
- provide equal opportunity for personal development
- ensure a safe and sound working environment
- foster diversity and inclusion, fairness and respect

We recognize our responsibility with regards to:

1. Compliance

The Angst+Pfister Group conducts business compliant with all locally applicable legal requirements, in a manner that respects the rights and dignity of all people.

This policy is based on national and international labor laws as well as internal guidelines. We respect all applicable Human Rights principles, including the United Nations Universal Declaration of Human Rights, the United Nations Convention Against Corruption, the United Nations Guiding Principles on Business and Human Rights, the European Convention on Human Rights and the International Labor Organizations' Declaration on Fundamental Principles and Rights at Work.

It applies to all employees of the Angst+Pfister Group, including contingent workers, anyone doing business with or on behalf of the Angst+Pfister Group, candidates for hire at Angst+Pfister Group and others acting on our behalf or who are directly or indirectly affected by our activities.

2. Workplace Environment

All our employees are provided with a safe and healthy workplace in compliance with applicable laws, regulations, and policies. Any form of violence, harassment, intimidation or other unsafe or disruptive conditions are prohibited and will be associated with consequences.

3. Respectful Workplace

Discrimination and harassment are prohibited and everyone should be treated with respect regardless of their background. At the Angst+Pfister Group, we do not tolerate any form of discrimination in particular based on gender, race, class, economic status, ethnic background, sexual orientation, age, political beliefs, religious beliefs, marital status, any protected class, or any other personal differentiation.

4. Working Conditions

The Angst+Pfister Group acts compliant with all applicable local laws and regulations relating to wages, working hours, overtime, and benefits. Our employees and the people we work with are valued for their capabilities and ambitions. We do not tolerate any salary discrimination of groups based on sex, race, or any other classifications.

We ensure the safe and respectful handling of personal data of our employees and all stakeholders to protect the integrity of their personal data.

5. Freedom of Association

We respect the right of Angst+Pfister Group employees to choose whether or not to join unions and engage in collective bargaining, as permitted by applicable laws in the countries we conduct business.

6. Child Labor

The Angst+Pfister Group does not tolerate child labor under any circumstances.

All entities of our Group apply a minimum hiring age as defined by applicable local laws and regulations.

Underage employees are protected through registration in statutory safety programs according to the standards of the United Nations Business and Human Rights. Any form of exposure to hazardous work that could jeopardize health, safety or morals is prohibited.

Our sites are expected to have a procedure for verifying the age of employees at the time of hire. If it is determined that any employee is underage, the site management must take appropriate remedial steps that include consideration of the child's best interest.

7. Forced Labor

All forms of forced labor are strictly prohibited, including but not limited to indentured labor, bonded labor, and any form of human trafficking. We do not retain original employee documents (such as government issued identification, passport, or work permits) unless it is required by law. If a Human Resources department of the Angst+Pfister Group is required to retain employee documents, the employee will be given access immediately upon request.

8. Diversity and Inclusion

At the Angst+Pfister Group we embrace a diverse and multicultural working environment as we recognize that a diverse mix of backgrounds, skills and experiences drives new ideas and innovations and provides us with competitive advantages. Therefore, we foster an inclusive environment where everyone has the opportunity to grow, develop and speak their mind.