

Human Rights & Labor Standards Commitment



Our Guidelines

The Siegfried Group (**Siegfried**) is fully committed to support the protection of internationally proclaimed human rights as defined in (i) the UN-Global Compact and (ii) the International Labour Organization (ILO) policies and recommendations. Together with employee representatives and trade unions, we have transferred these principles to our working environment.

Human rights are inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. They include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education. At Siegfried, our commitments to human rights and compliance with internationally recognized labor standards are an integral element of our core value «Integrity» and they are endorsed at the highest level by our Board of Directors and our Executive Committee.

Our Corporate Values



Excellence

«We excel in everything we do»



Passion

«We deeply care about what we do and how we do it»



Integrity

«We act responsibly, reliably, respectfully and live up to our own standards»



Quality

«We do it right first time»



Sustainability

«We do not only think about tomorrow, but far beyond»

Our Commitment

The business activities of Siegfried shall not cause or contribute to any negative impacts on human rights. In case such effects occur, they shall immediately be eliminated upon their detection. In particular, we are committed to creating a workplace

free of:	and respecting:
– human trafficking	– freedom of association
– forced labor	– the right to collective bargaining
– child labor	– equal remuneration
– discrimination and harassment	– opportunities for growth and development

Our Framework

Siegfried Employees

Code of Business Conduct

The Siegfried Code of Business Conduct (**Code**) prohibits any form of discrimination and harassment. The Code states that all Siegfried employees or Siegfried representatives shall (i) conduct their activities in full compliance with all applicable laws, (ii) respect employees’ rights to join or refrain from joining associations or worker organizations and (iii) must not use forced or child labor. In addition, with our policy on diversity, inclusion & equality, we have also given ourselves a binding framework to treat everyone equally.

Speak Up Culture

In case of an observed or suspected breach, Siegfried employees and representatives are encouraged to speak up to the Siegfried Integrity Office using one of the various reporting channels. The Siegfried Integrity Office ensures that no retaliatory measures are taken for all reports submitted in good faith.

Validation

Siegfried conducts periodic self-assessments and undergoes regular external analysis to review our compliance with (i) the UN-Global Compact and (ii) the International Labour Organization (ILO) policies and recommendations.

Trainings

Mandatory physical or web-based trainings for all Siegfried employees ensure a high level of understanding and create a general awareness for international standards with regard to human rights and conditions of employment.

Siegfried Business Partners

Supplier Integrity Commitment

All suppliers, agents and distributors of Siegfried are required to prevent or mitigate adverse human rights and labor standards impacts. The Siegfried Supplier Integrity Commitment provides guidance on our expectations along our supply chain in more detail.

Supplier Due Diligence

Siegfried carries out risk-based supplier due diligence covering adherence to international human rights and labor standards. We conduct comprehensive risk assessments working in cross-functional teams to identify the suppliers that we believe are exposed to the highest risks.

Supplier Risk Management

If we are made aware of any non-compliance with the Siegfried Supplier Integrity Commitment, Siegfried reserves the right to request corrective actions and/or to terminate any agreement with a non-compliant supplier.



Open Door



Hotline



Web-intake

Do you need further information on this policy or want to ask for advice?

Do you want to report a concern?

Visit www.siegfried.ethicspoint.com

Contact

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more**