

HUMAN RIGHTS POLICY

Committed to fairness, respect, and ethical responsibility
across our global operations.

Purpose

With a long-standing commitment to its people, Angst+Pfister Group recognizes its social responsibility, and responsibility towards corporate governance practices based on ethical principles.

We are committed to uphold human and workplace rights in all global operations, respect the rights and dignity of individuals, provide equal opportunity for personal development, ensure a safe and sound working environment, as well as foster diversity and inclusion alongside with fairness and respect.

This policy complements the Angst+Pfister Group Code of Conduct and specifies and formalizes the standards for our daily business activities. It applies to all organizations of our Group, which in turn define local labour guidelines to adopt responsible business practices.

Moreover, our respect for human rights applies within every aspect of our business and across our value chain. Coherently, we work with business partners who share our commitment. We clearly communicate our expectations, agree on contractual obligations where appropriate and take necessary measures to ensure that these obligations are met.

As a participant of the United Nations Global Compact, we will continue to develop the integrity of our culture to contribute to the sound sustainable development of our Group as well as strong partnerships.

Kind regards



Erich Schmid
CEO
Angst+Pfister Group



Giuseppe Basile
Chief Marketing and Sales Officer
Angst+Pfister Group

Scope

This policy applies to Angst+Pfister headquarter operations and subsidiaries, including

- Angst+Pfister sales organizations across Europe, the US, and China
- Angst+Pfister Advanced Technical Solutions
- Angst+Pfister Group Logistic Center
- Angst+Pfister Sensors and Power
- anyseals Group
- APSOparts
- APVN Sealing
- ARAP Sealing International
- FCE Gomma
- High Performance Compounds Kauçuk
- Lübke & Vogt
- MCM Group
- O.L. Seals
- TSF

Guiding principles

1. Compliance

The Angst+Pfister Group conducts business compliant with all locally applicable legal requirements as well as global Human Rights principles, including

- United Nations Universal Declaration of Human Rights
- United Nations Guiding Principles on Business and Human Rights
- European Convention on Human Rights
- International Labour 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 on behalf of the Angst+Pfister Group, candidates for hire and others acting on our behalf or who are directly or indirectly affected by our activities.

2. Respectful workplace

Equal and fair treatment of all employees is a fundamental principle for our Group. Discrimination and harassment are prohibited, and everyone should be treated with respect regardless of their background. We do not tolerate any form of discrimination 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. Any form of violence, intimidation or other unsafe or disruptive conditions are prohibited and will be associated with consequences.

3. Diversity and inclusion

Even further, 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 environment where everyone has the opportunity to equally grow, develop and speak their mind.

4. Occupational health and safety

All our employees shall be provided with a safe and healthy workplace in compliance with applicable occupational health and safety legislations. Moreover, regular trainings, additional requirements as determined by our local organizations, such as ISO45001 certifications, and specific processes regarding the handling of hazardous materials complement the framework to continuously maintain and improve occupational health and safety.

5. Working time

We follow the principle that working hours comply with local law and respective industry standards. We ensure that safe working conditions prevail, furthermore, that work breaks, appropriate limitations of working hours and regular, paid vacation are guaranteed, in accordance with applicable local law. While adhering to the laws, we aim to promote a healthy work-life balance culture, by means of offering hybrid working whenever the role allows.

6. Adequate wages

We adhere to international standards of fair and favorable working conditions, in particular, a wage that is at least equal to the minimum wage established under applicable local law and, in addition, enables our employees to secure their livelihood. The cost of living in the country concerned is taken into account, with reference made to methodologies recognized by the International Federation for Human Rights whenever available. According assessments are run on a regular basis.

7. Freedom of association

To foster fair and transparent structures and processes, Angst+Pfister Group employees are free to choose whether to join unions and engage in collective bargaining, as permitted by applicable laws in the countries where we conduct business.

8. Internal and external dialogue

In addition, employees of the Angst+Pfister Group are provided with a variety of processes to communicate their interests directly or anonymously to management, HR teams, or externals, including access to the [Compliance Helpdesk](#), a platform run by an independent third party for employees to seek guidance or report concerns.

9. Child labour

A child's development must not be prevented by any kind of work that keeps them from receiving education. In accordance with the legally minimum applicable employment age, we do not tolerate child labour under any circumstances on our premises and in our supply chain.

All organizations of our Group apply a minimum hiring age, verified by means of standardized procedures at the time of hiring.

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. 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.

10. Forced labour

All forms of forced or compulsory labour are strictly prohibited on our premises and in our supply chain, including any form of modern slavery and 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.

11. Transparency

Human Rights and Labour priority areas as determined by Angst+Pfister Group-wide assessment of impacts, risks and opportunities according to the ESRS methodology, and results of our annual Human Rights performance including measures, are disclosed in our Sustainability report, publicly available on our website.

About Us

The Angst+Pfister Group, headquartered in Switzerland, has been a leading innovation development partner for technical components and engineering solutions for over a hundred years.

Through local sales and technical organizations, the company serves every year more than 20'000 customers in over 50 countries. Angst+Pfister operates research and development centers as well as production facilities worldwide that, together

with a global network of highly selective partners worldwide, allow to serve our customers in the most efficient and innovative way.

Angst+Pfister stands for the highest possible degree of responsibility – good corporate governance, fair competition, the well-being of our employees, and social and environmental responsibility are our guiding principles in all areas of our business.

Get in Touch with Us!

We're here to help you find the best sealing solutions for your needs. Contact us today to learn more about how Angst+Pfister can support your operations.



www.angst-pfister.com

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