

Corporate Policy 1082

Georg Fischer AG
Amsler-Laffon-Strasse 9
8201 Schaffhausen
Switzerland
T +41 52 631 11 11
info@georgfischer.com
georgfischer.com

Edited by Andreas Müller, CEO

Date 8 April 2021
Responsible Johann Viljoen
Version 1 (new)
Valid as of 10. May 2021

Corporate Policy 1082: Human Rights

This Corporate Policy emphasizes the priority in respect to human rights within GF Corporation and its supply chain.

1. General	1
2. Internal human rights principals.....	1
3. Human rights in the supply chain and products	2
4. Disclaimer.....	2

1. General

Georg Fischer (GF) believes human rights to be the fundamental rights, freedoms and standards of which every human being is entitled to.

GF provides a safe and healthy working environment, endorses core ILO labor standards and maintains anti-corruption standards. The expectations for ethical conduct and integrity, which define GF's corporate culture, are summarized in the Corporation's Code of Conduct. The GF Corporate Policy 1082 on Human Rights applies to all employees, whether fixed term or part-time, temporary workers, suppliers, sub-contractors, and service providers and is an integral part of the Code for Business Partners.

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

2. Internal human rights principles

Respect for human rights is firmly rooted in GF's core values. Therefore, the Corporation upholds the international human rights principles including the

- Universal Declaration of Human Rights
- UN Guiding Principles on Business and Human Rights
- International Labour Organization (ILO) Conventions and
- applicable laws of the jurisdictions in which GF operates.

3. Human rights in the supply chain and products

GF is committed to maintain and improve 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:

- monitors progress and reviews the performance of its targets;
- 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;
- ensures 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.

4. Disclaimer

This Corporate Policy is subject to change and does not constitute the base for any claims by any employees or third parties with regard to Georg Fischer Ltd or any of its corporate subsidiaries.