

Human Rights Report 2025

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1 Introduction

Human rights are the fundamental freedoms and standards to which every individual is inherently entitled.

Georg Fischer AG (GF) is committed to upholding human and labor rights as a core global standard across all its operations.





Message from CEO

The company ensures strict compliance with applicable national laws and regulations, guided not only by these legal requirements, but also by international standards and conventions.

GF's first dedicated Human Rights report is designed to provide our stakeholders with a comprehensive overview of our commitments and actions to respect and protect human rights.

It outlines how we identify, assess and manage human rights risks across our operations and supply chains in alignment with emerging regulations on business and human rights in countries such as Australia, Canada, Germany, the Netherlands, Norway, Switzerland and the United Kingdom.

All GF entities subject to reporting obligations under legislation such as the Australian Modern Slavery Act, the Canadian Fighting Against Forced Labour and Child Labour Act, the German Supply Chain Due Diligence Act, Mexico's Forced Labour Regulation, Norwegian for the Transparency Act, the Swiss Code of Obligations, the UK Modern Slavery Act, among others, are included in this joint statement.

The information presented pertains to all fully consolidated GF operations worldwide and has been approved by the Executive Board.

A handwritten signature in dark blue ink, appearing to read 'Andreas Müller'.

Andreas Müller, CEO
7 October 2025



About GF

GF, with a rich history in industrial innovation since 1802, is actively reshaping itself to become the global leader in Flow Solutions for Industry, Infrastructure and Buildings. GF delivers Excellence in Flow by providing essential products and solutions that enable the safe and sustainable transport of fluids worldwide. As part of its strategic transformation, GF divested GF Machining Solutions on 30 June 2025 and signed an agreement to divest its GF Casting Solutions division. Headquartered in Switzerland, GF employs about 15'700 professionals and is present in 46 countries. In 2024, GF generated sales of CHF 4'776 million. GF is listed on the SIX Swiss Exchange.

Governance

The Nomination and Sustainability Committee of the GF Board of Directors is responsible for the company’s overall sustainability performance and oversight, including matters related to human rights. The Executive Committee oversees GF’s progress in reaching its strategic goals and targets.

To assist the Executive Committee in implementing the Sustainability Framework 2025, GF established the Corporate Sustainability Council (CSC). Headed by the CSC Chairperson, the council meets twice a year and oversees and coordinates all sustainability-related activities.

The CSC is informed about human rights matters at least once a year to ensure a comprehensive approach to sustainability initiatives. Day-to-day responsibility for the GF Human Rights Due Diligence process lies with dedicated resources within the Corporate Sustainability team.

The team determines how GF’s human rights commitment is implemented through any policies, processes, guidance, training and communication that may be required, as well as by engaging with external stakeholders and raising organizational awareness about human rights.

Divisional management teams are responsible for implementing these standards within their organizations and supply chains. This responsibility typically rests with divisional HR teams and global procurement.

GF’s Human Rights Report, along with all initiatives, policies and processes described within it, is supported by the Corporate Sustainability team, with input from various corporate departments and insights from its human rights risk assessment process.



2 Our Commitment to Human Rights

Human rights are inherent to all individuals, regardless of race, gender, nationality, ethnicity, language, religion or any other status.





Fundamental Principles

They encompass a wide range of fundamental principles, many of which are addressed in this report. These include labor rights; gender equality in employment; the prevention of forced labor, human trafficking, modern slavery; child labor; fair remuneration, the right to just and favorable working conditions; non-discrimination; data protection and privacy; as well as the right to freedom of association and collective bargaining.

Respect for human rights is deeply rooted in GF's core values. As such, GF is committed to upholding international human rights conventions and standards, including the following:

- UN Guiding Principles on Business and Human Rights (UNGPs)
- International Bill of Human Rights
- ILO Declaration on Fundamental Principles and Rights at Work
- International Labour Standards on Child Labour:
 - ILO Convention No. 138, Minimum Age Convention
 - ILO Convention No. 182, Worst Forms of Child Labour Convention
- Children's Rights and Business Principles
- Guidelines for Multinational Enterprises on Responsible Business Conduct
- OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas
- Applicable local laws that justify a higher level of protection.



United Nations Global Compact (UNGC)

Since 2015, GF has been a proud **participant** and signatory to the United Nations Global Compact (UNGC), underscoring its commitment to the UNGC's ten universal principles. These principles offer a comprehensive framework covering human rights, labor, environmental responsibility and anti-corruption.

WE SUPPORT



3 GF Human Rights Due Diligence

The GF Human Rights Due Diligence (HRDD) process is based on international conventions and standards to ensure that its actions align with evolving regulations and transparency requirements.





Six Core Elements

This process consists of six core elements that enable GF to proactively identify and address both potential and existing human rights issues within its sphere of influence across the entire value chain.

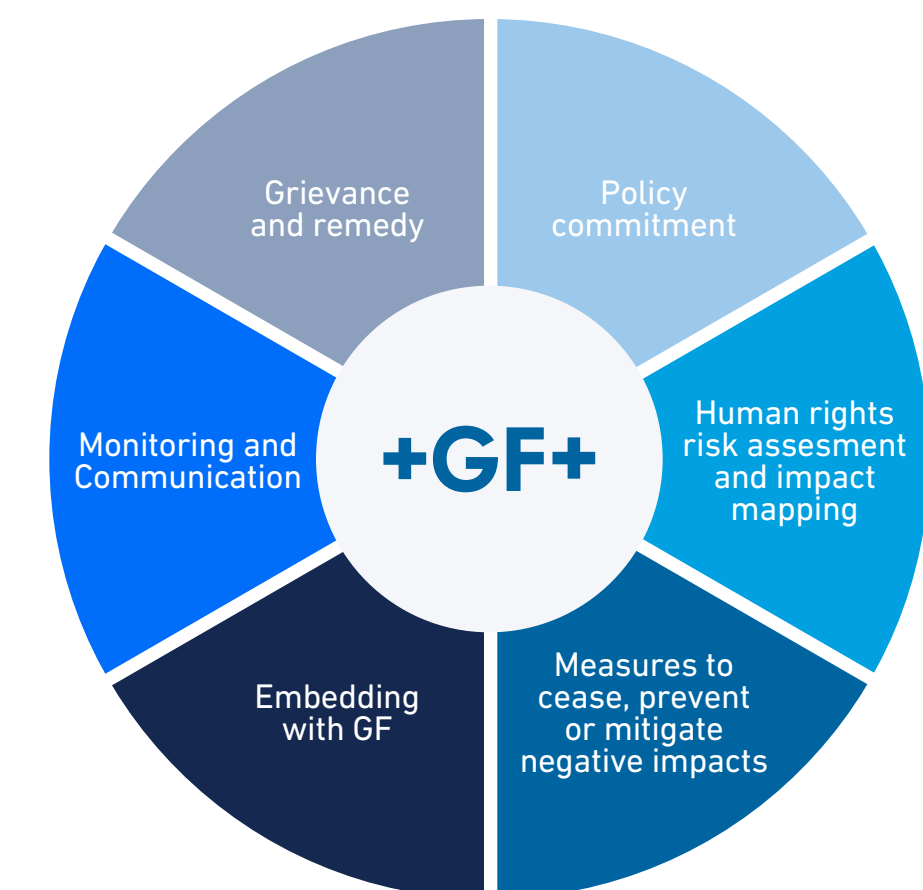


Figure 1: GF Human Rights Due Diligence (HRDD) process.

4 Policy Commitment

GF has integrated human rights considerations across its business operations.

Today, human rights principles are embedded into GF policies, which are publicly available on its **corporate website**.





Human Rights Principles

These policies apply to all employees, as well as to suppliers, subcontractors and any third parties acting on behalf of GF.

The Corporate Sustainability team regularly reviews these policies to reflect changes in GF’s human rights risk profile, increased awareness and insights gained through the implementation of our GF Human Rights Due Diligence process. We are committed to continuously enhancing our process to ensure effective policy implementation across our organization and supply chain, and address any breaches in a timely and appropriate manner.

GF Code of Conduct

The **Code of Conduct** outlines the rights and responsibilities of all employees, both full-time and part-time, working for GF companies worldwide. It covers a wide range of areas, including a dedicated section on Respecting for human rights.

To safeguard human rights, the Code of Conduct establishes clear requirements that strictly prohibit forced labor, child labor and corporal punishment, both within GF operations and among its suppliers and business partners. It includes a firm commitment to preventing human trafficking, debt bondage, and indentured and slave labor across all of GF’s operations and supply chain. Furthermore, the Code prohibits the employment of individuals under the age of 15 in any role and ensures that people under the age of 18 are not engaged in hazardous work.

GF Code for Business Partners

We hold our business partners to the same high standards as our employees, as outlined in our **Code for Business Partners**. This Code applies to all suppliers, sub-contractors and other service providers of GF as well as their employees (collectively referred to in this document as “business partners”). GF expects these business partners to uphold the principles outlined in this Code within their own organizations. They are responsible for ensuring compliance with these standards. This Code sets clear expectations for suppliers in the section titled Respect for human rights. This includes the prohibition of forced and child labor, discrimination of any kind and disciplinary penalties, as well as the protection of the rights of minorities and Indigenous Peoples, and the responsible use of private or public security forces. Additionally, the Working conditions section outlines the requirements related to occupational health and safety, living wages, working hours and freedom of association.

Corporate Policy on Human Rights

The **Corporate Policy on Human Rights** must be integrated into all Human Resources regulations applicable to employment contracts. For suppliers, subcontractors and any other service providers acting on behalf of GF, this standalone policy serves as a complement to the Code of Conduct and the Code for Business Partners, providing additional guidance on GF’s human rights approach.

The Corporate Policy on Human Rights covers the following areas:

- Bullying and sexual harassment
- Child labor
- Fair wages and compensation
- Forced or compulsory labor
- Freedom of association and collective bargaining
- Health and safety
- Minorities and Indigenous Peoples
- Non-discrimination
- Working conditions, including hours
- Human rights in the supply chain and products
- Whistleblowing mechanism and reporting.





Corporate Policy on Reporting Incidents and Internal Investigations (Whistleblower Policy)

This internal corporate policy outlines the procedures for employees to report any violations of applicable laws or breaches of policies encountered in the course of their work. Employees are encouraged to speak up if they have a good-faith belief that someone – within the context of any GF business or activity – has engaged in, is engaging in or may be about to engage in conduct that violates the Code of Conduct or any applicable law or regulation.

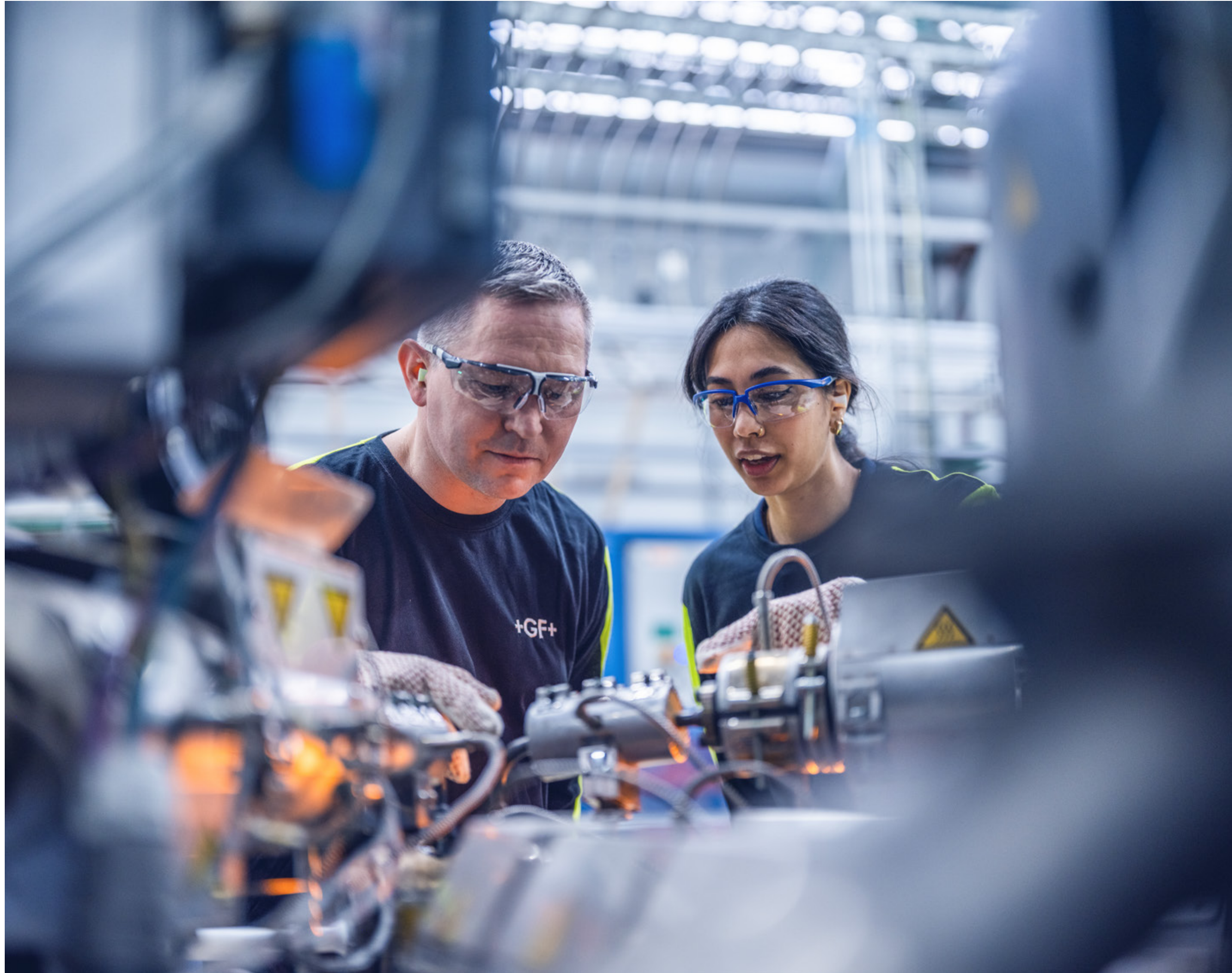
This policy sets clear rules and standards for:

- Reporting incidents and internal investigations
- The reporting methods available at GF
- Managing, investigating and addressing incidents, including disciplinary measures
- Implementing corrective actions
- Ensuring protection against retaliation (Non-Retaliation Policy).

Non-Retaliation Policy

At GF, we do not tolerate any retaliation against employees who raise compliance concerns in good faith. Line managers and/or employees who retaliate will be held accountable.

The Corporate Legal Department makes every effort to protect the identity of employees who report violations. Individuals who report violations are protected against discrimination and retaliation. In cases where whistleblowers experience retaliation, such as threats or other negative actions, the company takes such incidents seriously and will initiate an investigation if warranted. If the investigation confirms claims of retaliation, the company will implement corrective and preventive measures to address the issue and prevent future occurrences.



Corporate Policy on Diversity, Engagement and Inclusion (DE&I)

A diverse and inclusive culture brings fresh perspectives to business opportunities and challenges, fosters creative and innovative problem-solving, and enhances motivation and collaboration between managers and employees. It also supports GF's ambition to be a market leader in its industry.

The **Corporate Policy on Diversity, Engagement and Inclusion (DE&I)** defines clear roles and responsibilities to embed these guiding principles throughout the organization's operating environment.

5 Human Rights Risk Assessment and Impact Mapping

GF addresses human rights risks in our own operations (country-specific risk identification) and from raw materials sourcing.



Risks in Our Own Operations
(country-specific risk identification)

GF conducts a human rights risk assessment covering 100% of the countries in which it operates. The evaluation encompasses a broad spectrum of human rights issues, including – but not limited to – safe and healthy working conditions, forced labor, human trafficking, child labor, the right to rest and leisure, freedom of association, the right to collective bargaining, living wages, non-discrimination, data protection and privacy, gender equality, bribery and anti-corruption.

This assessment is reviewed and updated annually to ensure ongoing, up-to-date data and to identify both improvements and deteriorations in country contexts.

Human rights	Index
Right not to be subjected to slavery, servitude or forced labor	Global Slavery Index
Right to freedom of opinion and expression	Freedom in the World
Right to data protection and privacy	Global Cybersecurity Index
Right to freedom of association and collective bargaining	Freedom of Association Index
Equal rights of women in relation to employment	Global Gender Gap Report
Rights of protection for the child	Children's Rights in the Workplace Index
Right to enjoy just and favorable conditions of work / Right to safe and healthy working conditions	Labor Rights Index
Transparency and accountability (anti-corruption)	Corruption Perceptions Index
Right to work and the right to equal pay for equal work	Global Wage Report
Right to equality and non-discrimination on any grounds, such as sex and sexual orientation; and the right to freedom of thought, conscience and religion	Equality Index SDG Gender Index LGBT+ legal equality index

Table: Country risk exposure is guided by desk research considering the following human rights data and indexes.



Risk From Raw Materials Sourcing

Implementation of a conflict minerals due diligence process.

Qualitative Objectives

GF is committed to ensuring that its products contain only responsibly sourced minerals, specifically tin, tantalum, tungsten and gold (collectively known as 3TG), as well as cobalt and mica – processed by smelters that have undergone a thorough due diligence process.

A risk-based approach is used to identify suppliers within the scope of this due diligence, requiring them to provide a list of smelters based on the standards of the Responsible Minerals Initiative (RMI):

- Conflict Minerals Reporting Template (CMRT) for 3TG
- Extended Minerals Reporting Template (EMRT) for cobalt and mica.

Quantitative Targets

The following targets apply to suppliers identified during the current annual due diligence period, based on a risk-based assessment:

- Total number of relevant direct suppliers identified
- Response rate of relevant first-tier suppliers to CMRT or EMRT requests.

GF partners with trusted suppliers that demonstrate effective supply chain management. Where applicable, suppliers are required to disclose information regarding the use and origin of minerals sourced from conflict-affected and high-risk areas.

A list of identified smelters for 3TG, cobalt and mica within GF's supply chain, as well as the countries of origin for 3TG, can be requested through the GF global procurement department or by contacting sustainability@georgfischer.com

In compliance with the Swiss **Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (DDTrO)**, GF performs annual assessments. Further details can be found on page 134 of the **Sustainability Statement 2024**.



Risks in Our Suppliers' Operations

GF has strengthened its efforts in supply chain risk management by implementing a new supply chain risk intelligence platform (Prewave). This platform combines sustainability and financial screening of suppliers, providing essential insights to support compliance with supply regulations such as the German Supply Chain Due Diligence Act (LkSG).

The platform monitors, analyses and predicts risks across global supply chains, enhancing GF's ability to identify and mitigate supplier-related risks. It covers all direct and indirect suppliers transacted with over the past two years. The platform uses a comprehensive scoring system – from 1 to 100 – that evaluates risk based on country, industry and commodity factors, as well as recent events. This enables GF to prioritize actions according to a detailed risk profile that includes human rights considerations.

The scoring system also incorporates NGO indices related to human rights, including areas such as health and safety, labor rights and broader human rights concerns.

Salient Human Rights Issues

As outlined by the **UN Guiding Principles on Business and Human Rights**, salient human rights issues are those “at risk of the most severe negative impacts through a company's activities or business relationships.” GF is actively working to identify its own salient human rights issues. A comprehensive human rights risk assessment has been conducted across all divisions, and included desk research and consultations with the Heads of HR in each division as well as Corporate HR.

Potential salient human rights issues were initially identified based on their relevance, particularly country-specific risks. These issues were then further analyzed in terms of GF's leverage and the potential severity of their impact, with a focus on the year 2024. In a next step, GF will initiate discussions to prioritize high-risk countries for on-site consultations, while also developing an action plan to address the company's most significant salient human rights issues.



6 Measures to Cease, Prevent or Mitigate Negative Impacts

GF has established measures to manage and mitigate human rights impacts.



Own Operations

The Corporate Sustainability team tracks progress while also fostering a continuous dialogue with Corporate Human Resources and sustainability teams across the organization, ensuring effective communication performance and the monitoring of measures to prevent and mitigate human rights risks.

Supply Chain

In 2024, GF successfully completed sustainability assessments for 82% of its relevant procurement expenditures. This achievement aligns with the current due diligence requirements across all sourcing categories and supports the five-year objectives outlined in the GF Sustainability Framework 2025.

Additional information can be found in the Supplier sustainability performance section, under ESRS G1 Business conduct, in the **Sustainability Statement 2024**.

GF has mapped its supply chain using Prewave and uses a sustainability risk score to identify suppliers at high risk for human rights violations and child labor. Based on this assessment, GF categorizes suppliers according to their level of priority.

Embedding within GF

The Corporate Sustainability team provides ongoing human rights training for Corporate departments and as needed throughout the year.



7 Monitoring and Communication

The reported incidents are reviewed promptly and appropriately, with confidentiality maintained to the greatest extent possible.



Incident Reports

At GF, we take all human rights incident reports seriously. The reported incidents are reviewed promptly and appropriately, with confidentiality maintained to the greatest extent possible. Each report is assessed individually, and GF involves the relevant stakeholders to determine the most suitable approach for investigation and resolution. In some instances, it may be concluded that no further action is required – such as when there is insufficient information to conduct an adequate investigation and no reasonable means of obtaining additional details.

Reports that do not require an investigation are closed or addressed through other measures, such as advisory or corrective actions.

Executive Management receives quarterly updates on GF’s sustainability performance, including the latest developments in supplier assessments

As a signatory to the UN Global Compact (UNGC) since 2015, GF is committed to upholding its universal principles, which offer a comprehensive framework addressing human rights, labor standards, environmental protection and anti-corruption. The company shares its progress through its **Communication on Progress (COP)** statement.

Details regarding the total number of allegations reported in 2024 through the GF Transparency Line are available in the Reporting misconduct section of the **Sustainability Statement 2024** under ESRS G1 Business conduct.



GF transparently reports on its human rights due diligence and its efforts to eliminate forced labor, child labor and other forms of modern slavery.

8 Speak-Up Culture

At GF we build and maintain a culture encouraging all our employees to address any potential violation against our Code of Conduct or any other applicable law.



Speak-Up Channels/Mechanisms

Potential violations can be reported through the **GF Transparency Line**, an external whistleblowing system that allows stakeholders to anonymously disclose concerns related to their rights. This includes human rights violations, discrimination, harassment, sexual assault and legal infractions.

This service is operated by a qualified external provider, available 24/7 and accessible in nine languages: English, German, Chinese, French, Italian, Portuguese, Romanian, Spanish and Turkish. Relevant links can be found on both GF's website and intranet We@GF.

Additionally, individuals are encouraged to report concerns to their supervisor or the next higher supervisor through various means, including in-person discussions, phone calls, traditional mail, emails and meetings with the Head Corporate Compliance. Reports can also be submitted via email to compliance@georgfischer.com or by contacting the Corporate Legal Department or the Head of Internal Audit, located in Schaffhausen, Switzerland. The Corporate Legal Department is committed to protecting the identity of employees who report violations to the fullest extent possible.

Remediation

GF is committed to taking decisive action in response to any violations of the principles and requirements set out in the GF Code of Business Partners. In cases of non-compliance, GF will implement corrective measures to stop the violation, prevent its recurrence, and where appropriate, impose sanctions, including termination of cooperation without notice in cases of severe breaches. As outlined in Section VI: Implementation, subsection (b) Non-compliance of the GF **Code of Business Partners**, GF may also request the implementation of remedial measures within a reasonable timeframe determined by GF.

The Corporate Compliance team at GF has global responsibility for the internal investigation procedure and the associated governance. When a report contains a clear suspicion of misconduct or non-compliance, and includes the minimum actionable information or evidence, the matter is referred to the Head of Corporate Compliance. In collaboration with the Group General Counsel and Head of Internal Audit, this group (referred to as the Triage) assesses whether an investigation is warranted, appoints an Investigation Lead and reviews the resulting Investigation Report to determine the recommended actions.

If necessary, corrective or disciplinary actions are coordinated with the relevant management, which is responsible for making the final decisions. In serious cases, incidents of non-compliance may be reported to law enforcement authorities for possible prosecution. All corrective actions must comply with the organization's policies, internal procedures and applicable laws.



Engagement with Stakeholders and Implementation

In developing and implementing its human rights due diligence program, GF is committed to engaging meaningfully with external stakeholders to enhance its understanding of human rights challenges. Several examples of the company's active engagement in 2024 can be found in the Human Rights section of the [corporate website](#).



Human Rights Report 2025

This Human Rights Report has been approved by the Executive Committee of Georg Fischer AG. The scope of this report covers all fully consolidated operations worldwide.

GF is keen to receive feedback from internal and external stakeholders. If you wish to share feedback or would like to discuss this report, please send an email to **sustainability@georgfischer.com**.

If you wish to raise any human rights-related issues, please use the **GF Transparency Line** or any grievance mechanism described in this report.

More information is available on our **Human Rights corporate website**.



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