



Equal Treatment and Non-Discrimination Policy



1. Purpose and Scope

Iskraemeco holding Switzerland AG and its subsidiaries (the 'Iskraemeco Group') are committed to promoting an inclusive, diverse, and respectful working environment where all employees, suppliers, contractors, and business partners are treated with fairness, respect, and dignity. Our Equal Treatment and Non-Discrimination Policy (the "Policy") aligns with global standards, including the United Nations Global Compact (UNGC) principles, International Labour Organization (ILO) conventions, and applicable local and international legislation. This policy applies to all employees and extends to our suppliers, contractors, and partners across our global operations.

This Equal Treatment and Non-Discrimination Policy is a cornerstone of Iskraemeco Group's commitment to ethical business practices and a diverse, inclusive workplace. We expect all employees, suppliers, contractors, and business partners to uphold the principles outlined in this policy, ensuring a fair, respectful, and non-discriminatory environment for all.

Iskraemeco Group's commitment to equality and non-discrimination is also reflected in our Code of Business Ethics, and it is incorporated into our Supplier Code of Conduct and Global Supply Agreement. Our policies are available at <https://iskraemeco.com/sustainability/>.

2. Commitment to Non-Discrimination

Iskraemeco Group strictly prohibits all forms of discrimination, harassment, and unfair treatment based on sex, gender identity, race, skin colour, age, disability, health status, religion, political or other beliefs, trade union membership, nationality, social background, family status, sexual orientation, property status, or any other personal characteristic. We strive to ensure that everyone is afforded equal opportunities in hiring, promotion, training, and career development, regardless of personal circumstances.

Policy governs all aspects of employment, including recruitment, promotion, training, compensation, and termination, ensuring equal opportunities for all individuals, irrespective of personal circumstances. It applies equally to all employees and those working on behalf of Iskraemeco Group, including contractors, partners, and suppliers.

3. Respect for Diversity and Inclusion

At Iskraemeco Group, we recognize the value of diversity and believe that our success is enhanced by the variety of perspectives and experiences our employees bring to the workplace. We promote an inclusive culture where differences are respected, and employees are encouraged to express their unique views and contributions. Our aim is to create a workplace where everyone feels safe, valued, and respected.

We expect all employees, as well as our business partners and suppliers, to respect the customs, traditions, and perspectives of the diverse cultures in which we operate. Discrimination or bias, whether intentional or unintentional, will not be tolerated under any circumstances.

4. Zero Tolerance for Harassment and Bullying

Iskraemeco Group maintains a zero-tolerance policy for any form of harassment, bullying, or mobbing, whether verbal, physical, or psychological. This includes unwelcome comments, actions, or behaviours that create an intimidating, hostile, or offensive work environment. Any employee, manager, or third party who engages in harassing behaviour will be subject to disciplinary action, up to and including termination of employment or contract.



5. Equal Pay and Fair Compensation

Iskraemeco Group is committed to ensuring that all employees are compensated fairly and equitably based on their skills, qualifications, experience, and performance, regardless of gender, race, or other personal characteristics. We adhere to local and international wage laws and work to eliminate any gender pay gaps within the organization. All employees are entitled to equal pay for equal work, and we regularly review our compensation structures to ensure fairness.

6. Equal Opportunity in Recruitment and Advancement

Iskraemeco Group fosters an environment of equal opportunity in all employment practices, including recruitment, hiring, training, promotion, and career advancement. Our recruitment processes are designed to assess candidates based solely on their qualifications, skills, and potential without regard to any personal attributes that are unrelated to their job performance.

Promotions and career development opportunities are also merit-based, and all employees are given equal access to development programs and internal job opportunities. We are committed to building a diverse leadership team and supporting employees from underrepresented groups to achieve their full potential.

7. Inclusive Workplace Practices

We implement inclusive practices to accommodate the diverse needs of our workforce. This includes flexible working arrangements, reasonable accommodation for employees with disabilities, and respect for religious practices, family obligations, and other personal needs. Iskraemeco Group strives to create a supportive work environment that enables all employees to balance their personal and professional responsibilities.

8. Supplier and Business Partner Expectations

Our commitment to equal treatment and non-discrimination extends to our suppliers and business partners. We do not conduct business with companies that discriminate against their employees or engage in practices that violate basic human rights. All suppliers must comply with Iskraemeco Group's Supplier Code of Conduct, which requires adherence to non-discriminatory practices, fair wages, and safe working conditions.

We regularly audit our suppliers to ensure compliance with global and Iskraemeco's standards. Failure to meet these standards may result in corrective actions or termination of the business relationship.

9. Employee Training and Awareness

Iskraemeco Group provides regular training on diversity, inclusion, and non-discrimination to all employees. This training helps employees recognize, prevent, and address discrimination and harassment in the workplace. As part of the onboarding process, all new employees are educated on our policies and values, including our strict zero-tolerance stance on discrimination and harassment. We promote open dialogue around diversity and ensure employees feel safe to report concerns without fear of retaliation. This is reflected in our training and development goal:

KPI: Average number of training days per employee per year.

Target: Ensure at least 2,5 days (20 hours) of training per employee annually, focusing on skill development and career growth by 2030.



10. Employee Well-being and Satisfaction

Employee well-being is a critical component of fostering a productive, engaged, and inclusive workplace. To ensure continuous monitoring and improvement, the company conducts annual employee satisfaction surveys aimed at collecting comprehensive feedback on the work environment, job contentment, and overall well-being. The survey results are systematically reviewed, and appropriate measures are implemented to address identified concerns, thus promoting ongoing enhancement in employee engagement and satisfaction levels. This is reflected in our goal:

KPI: Yearly Performance Appraisals Satisfaction Survey response rate.

Target: Achieve an average Performance Appraisal Satisfaction Survey response rate of 80% or higher in annual Performance Appraisal Satisfaction surveys by 2030.

11. Reporting and Investigating Complaints

We take all allegations of discrimination, harassment, or unfair treatment seriously. Iskraemeco provides employees and suppliers with a secure, confidential, and anonymous whistleblowing hotline to report any incidents of discrimination or harassment. All reports are thoroughly investigated, and appropriate corrective actions are taken. Violations of this Policy may be reported, either anonymously or with identification, via email at: prijavakodeks@iskraemeco.com.

Iskraemeco Group guarantees that no employee or business partner will suffer retaliation for reporting concerns or participating in an investigation. We are committed to handling all complaints fairly, consistently, and in a timely manner.

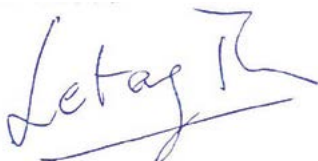
12. Legal Compliance and Continuous Improvement

This Policy undergoes a triennial review, with contributions from various Iskraemeco Group departments to ensure it remains thorough, current, and aligned with best practices. This collaborative effort ensures that the Policy reflects high-quality standards and comprehensively addresses all relevant legal, ethical, and operational aspects.

We are also committed to continuous improvement in promoting equality and diversity in our workforce. Our progress in these areas is transparently reported in our annual Sustainability Report and ESG disclosures.

In Kranj, on 17.9.2024

Iskraemeco Holding Switzerland AG,
Thomas Petuaud-Letang, BOD member



Iskraemeco Holding Switzerland AG,
Bahaeldin Abdallah, BOD member

