

Human Rights Policy

Vanomet is committed to conducting its business with integrity, openness and respect for universal human rights.

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1 Introduction and Policy Framework

1.1 Our Commitment

At Vanomet Group ("Company" or "Vanomet"), we are committed to growing business and simultaneously improving economic, social and environment of communities where we operate. To reinforce our social commitment, we are fostering a corporate culture of compliance that is grounded in integrity and ethical behaviour. We respect our employees' human rights and pledge to promote human rights in our operations and with relevant stakeholder throughout our value chain.

The Vanomet Human Rights Policy ("Policy") embodies our commitment to conduct business with integrity, openness and respect for universal human rights, as those expressed in the International Bill of Human Rights, International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the United Nations (UN) Guiding Principles on Business and Human Rights, Children's Rights and Business Principle by UNICEF, the UN Global Compact and Save the Children, and applicable international and local regulations.

Our established human rights approach starts with a due diligence process where potential human rights risks are identified. We recognize the importance of stakeholder engagement as a tool to receive honest inputs from within our operations and in our value chain, including communities where we have presence. We are committed to providing fair and equitable remediation against those identified risks and to monitor current and future human rights issues to ensure intolerable risks are effectively managed.

1.2 Purpose

The purpose of this Policy is to provide a framework through which we can ensure that we are behaving responsibly and respectfully to others; whether they are employees, suppliers, contractors, customers, community members and other external stakeholders.

1.3 Scope and Applicability

This Policy applies to Vanomet Group, all business units, divisions and offices, across all jurisdictions where we operate, including any subsidiaries and affiliates entities in which the Company has interest and operational control.

This Policy applies to anyone who works on the Company's behalf, including permanent or contract employees, trainees, interns, consultants, contractors, executive officers and board members.

Vanomet is committed to working with and encouraging our stakeholders in the value chain, including suppliers, franchisees, non-operational controlled businesses, joint venture partners, customers and community members, to uphold and adopt the principles in this Policy.

1.4 Policy Mandate

The Chief Risk & Compliance Officer (CRCO) is responsible for administering this Policy in an independent, objective, and consistent manner. From time to time, this Policy may need to be changed to keep up with our values, best practices, improvements, as well as legislation and regulations. The responsibility of overseeing the implementation of this Policy lies with the ESG Committee reporting regularly to the Board of Directors (BoD). This Policy is being communicated throughout our organization and is publicly available to all interested parties.



« **A right delayed
is a right denied.** »

Martin Luther King, Jr.
Civil Rights Activist

2 Human Rights Policy

2.1 Work Hours, Minimum Wages and Benefits

Vanomet operates in full compliance with applicable wage, work hours, overtime and benefits laws and will compensate employees fairly reflecting the industry and local labour market conditions.

Compensation paid to employees shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. The information about remuneration, benefits and welfare shall be provided to every employee in writing and made available in the language understood by all employees.

Vanomet must ensure that all employees have the right to sick leave and annual holiday, as well as parental leave for employees who have to care for a new-born or newly adopted child as provided by national legislation. Employees who take such leave must not, as a result, face dismissal or threat of dismissal.

Employees shall receive notice and severance pay according to labour laws in the situation of employment contracts' termination where employees did not commit offense to the company or are eligible for retirement.

2.2 Labour Standards, Safe and Healthy Workplace

We provide our employees with safe and healthy working conditions and reasonable daily and weekly work schedules which comply with applicable safety and health laws and regulations. In pandemic circumstances, employees are provided with protective gears and relevant training to ensure employees' safety and well-being. We are committed to maintaining a productive workplace by minimizing the risk of accidents, injury and exposure to health risks.

2.3 Diversity, Equity and Inclusion

Vanomet values the contributions from the diversity of the people whom we work with. We are dedicated to providing equal opportunities to all employees. The processes of recruitment, hiring, development, compensation and promotion shall be done with transparency, integrity and fairness on qualifications, performance and experience. The Company respects employees to explicitly express their opinions as well as share different thoughts.

We are maintaining workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. We respect rights of our employees and our stakeholders and adopt reasonable and inclusive practices throughout our operations and seek to eradicate prejudice, discrimination and harassment. Any employment-related decisions, from hiring to termination and retirement, must be based solely on lawful, non-discriminatory criteria. Vanomet takes a zero-tolerance approach to any forms of harassment or discrimination.

2.4 The Freedom of Association and Collective Bargaining

Vanomet must respect employees' rights to form, join or not join a labour union, or other organization of their choice and to bargain collectively in support of their mutual interests without fear of punitive actions such as intimidation, harassment or termination of employment. We respect our employees' freedom of association and the right to choose collective bargaining representatives. We are committed to providing a constructive interchange with their freely chosen representatives.

2.5 Prevention of Forced Labour and Human Trafficking

We prohibit the use of all forms of forced labour, including prison labour, indentured labour, bonded labour, military labour, slave labour and any form of human trafficking.

2.6 Protection of Children Rights and Child Labour

We are committed to complying with relevant local and international regulations on children rights and child labour. We shall ensure that no underage or child labour is employed in our operations, the protection and safety of children is taken into consideration in all business activities and facilities, and products and services are safe and seek to support children's rights.

2.7 Health and Wellness

Customers' health and well-being is utmost priority in conducting business at Vanomet. We respect their right by providing safe, quality and healthy products and services. We also pledge to protect customers' personal information and their privacy as well as to respect their rights to information.

2.8 Respect to Land Use and Sound Environment

We acknowledge that land use across our value chain may have major implication for human rights. We help protect the land rights and ensure sound environment of local communities. Our Environmental Policy has guided and enabled us to achieve this commitment. We also engage with people in those communities, including indigenous peoples as well as other vulnerable groups. Our goal is to guarantee that we are listening to, learning from and considering their perspectives as we conduct our business through transparent discussion.

3 Anti-Slavery and Human Trafficking Policy

Modern slavery is a crime and a violation of fundamental human rights taking various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. Any reference in this Policy to 'modern slavery' should be understood as a reference to modern slavery, human trafficking or any other activity that is rendered unlawful, for instance by the UK Modern Slavery Act 2015.

Vanomet is committed to acting ethically and with integrity in all its business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in its business or supply chains.

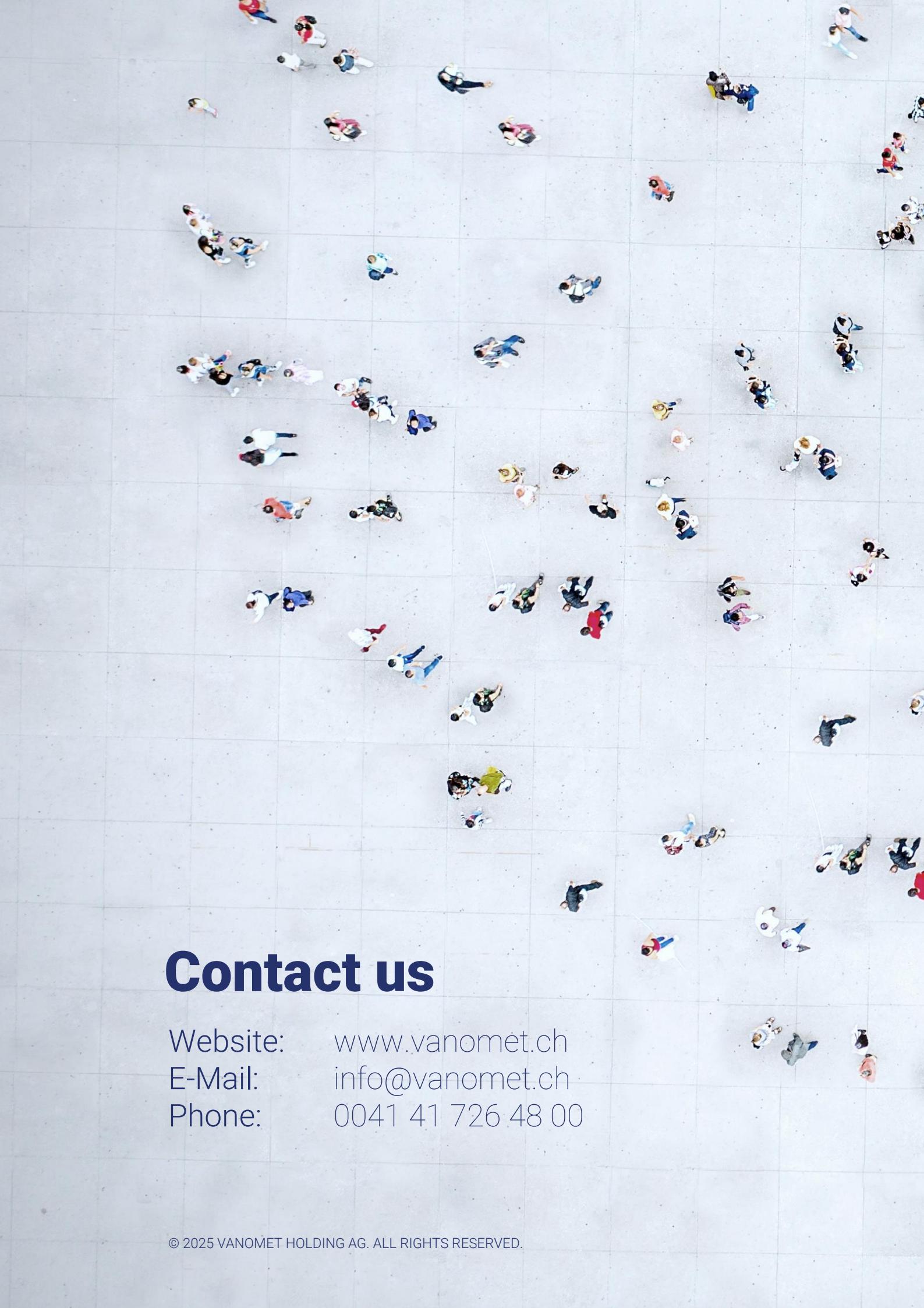
Vanomet is also committed to ensuring the greatest possible transparency in its business, in line with international and national requirements.

Vanomet expects the same high standards from all of its contractors, suppliers and other business partners. It will endeavour to ensure that provisions are included in agreements with all contractors, suppliers and other business partners requiring them to comply with the principles set out in this Policy.

4 Reporting Violations

The Company and all employees must work together to ensure prompt and consistent action against violations of this Policy. If you become aware of the potential or actual breach of this Policy, please discuss your concerns with your manager first. If you do not feel comfortable discussing your concerns with the manager, then you can use the following whistleblowing channels:

E-Mail: hr@vanomet.ch
Office: Vanomet AG Office, Zug (Switzerland) – Human Resources Dept.



Contact us

Website: www.vanomet.ch
E-Mail: info@vanomet.ch
Phone: 0041 41 726 48 00