



Andreas Schmid
Group

Declaration of principles on human rights

Status: December 2023

Our commitment

Respect for human rights is a matter of course for the Andreas Schmid Group. We are expressly committed to internationally recognized human rights. Human rights are universal, inalienable, and indivisible rights of every human being that serve to safeguard the dignity and equality of all people.

Scope of application

This declaration of principles applies to all employees of the entire Andreas Schmid Group in all areas of the company in Switzerland and abroad. We expect our business partners, customers, and suppliers to recognize and respect human rights and to make further commitments to their business partners along the entire supply chain.

Promotion of human rights and good working conditions

Ban on forced labor

There is no form of forced or compulsory labor in the Andreas Schmid Group. We reject all forms of forced labor, including compulsory labor, military labor, (modern) slavery and debt bondage. Compliance with statutory regulations on the employment of employees is mandatory. Non-compliance will not be tolerated.

The Andreas Schmid Group rejects the use of forced or unlawful compulsory labor by its suppliers and subcontractors and ensures that checks are carried out before entering into business relationships.

Ban on child labor

The Andreas Schmid Group does not tolerate any form of child labor. The Andreas Schmid Group will also check this with its suppliers and subcontractors before entering into business relationships.

When selecting personnel, the legal requirements regarding minimum age and legal regulations for underage employees are observed.

Protection against discrimination

Discrimination based on ethnic or national affiliation, gender, religion, ideology, age, disability, sexual orientation, skin color, political views, social origin or other legally protected characteristics will not be tolerated.

The Andreas Schmid Group does not tolerate sexual harassment and other personal attacks against individuals or groups.

The employees of the Andreas Schmid Group are committed to combating discrimination and promoting diversity and inclusion. The aim is to show respect and appreciation for all fellow human beings and to promote a working environment characterized by trust, tolerance, professionalism, performance, and mutual respect. It is important that we offer everyone in the Andreas Schmid Group the same opportunities.

Health protection and occupational safety

The promotion of employee health is a top priority. We see compliance with occupational health and safety laws and the development of our own standards as well as the continuous training of managers and all other employees as self-evident principles of our corporate policy and our responsibility towards the employees of the Andreas Schmid Group.

Working hours and remuneration

At the Andreas Schmid Group, the statutory regulations on working hours, rest breaks and statutory regulations on compensation, in particular minimum wage laws, are complied with without exception.

Environment and sustainability

Corporate environmental protection and sustainability are a matter of course for the owner, the Executive Board, the Supervisory Board, and the management of the individual companies in the Andreas Schmid Group and are a high priority for everyone.

We are committed to protecting the environment. In order to increase sustainability, we are committed to continuously improving our environmental management system and fulfilling our binding obligations in this regard. We document this with our voluntary ISO 14001 certification.

Information and complaint mechanisms

Correct, lawful and compliant conduct and adherence to the internally established rules of conduct in the course of corporate compliance, particularly in the area of human rights and environmental protection, are a matter of course for the owner, the Executive Board, the Supervisory Board and the management of the individual companies of the Andreas Schmid Group and are a top priority for everyone.

A whistleblower system has been set up to protect whistleblowers and those affected. The review and handling of reports of any kind is carried out with care and confidentiality without exception. Protecting whistleblowers and those affected from retaliation, ostracism, false accusations, and other disadvantages is a top priority.

Risk management

Within the Andreas Schmid Group, processes for implementing the statutory due diligence obligations arising from the Supply Chain Due Diligence Act are established and responsibilities are defined as part of a risk management system. Responsibility for the risk management system lies with the Executive Board of the Andreas Schmid Group. Compliance with the due diligence obligations for all areas of the Andreas Schmid Group is thus ensured and regularly checked for completeness.

Risk analysis

The Andreas Schmid Group reviews its suppliers and business partners as well as its own business units annually with regard to potential risks relating to human rights and the environment. The results form the basis for further risk management measures.

All identified risks are assessed and classified according to defined criteria. Country- and sector-specific classifications and risks are taken into account, as well as publicly accessible information and information and obligations of our business partners for the risk assessment. The goal is always to promote and ensure compliance with laws, human rights and environmental protection along the entire supply chain. This is considered in particular when selecting business partners.

Preventive measures

The type and scope of preventive measures are based on the respective identified risks and specific risk profiles. Our preventive measures focus on raising awareness of human rights, the environment, sustainability, and compliance among all employees of the Andreas Schmid Group. By obtaining supplier self-disclosures and obliging our business partners to meet our compliance targets and guidelines, we also aim to raise awareness in this area.

Remedial measures

If violations of human rights or environmental obligations are uncovered and recognized through risk analyses, complaints, or information, we as the Andreas Schmid Group will take appropriate remedial measures. The measures are determined for each individual case and pursue the goal of preventing or ending the (impending) violation or minimizing the extent of the violation.

Documentation and reporting obligations

The statutory due diligence obligations are documented in accordance with the Supply Chain Due Diligence Act. The annual report is submitted to the responsible authority in a timely manner and published on our website.