

PUBLIC

## HUMAN RIGHTS POLICY

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<b>Reference:</b>	Worldwide Code of Employee and Business Conduct, September 2023; BOD Regulations on Compliance, April 6, 2021
<b>Approval:</b>	CEO Bobst Group SA, September 1, 2023
<b>Addressee:</b>	Bobst Group SA, all of its group companies, members of the Boards of Directors and Executive Committees, employees and mandated third parties
<b>Entry into force:</b>	September 1, 2023
<b>Version:</b>	1.0

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## 1. Introduction

This policy (the "Human Rights Policy") serves the CEO of the Bobst group ("Bobst") to implement good practices in human rights, in accordance with Bobst Worldwide Code of Employee and Business Conduct (the "CoC") applicable to the activities of Bobst Group SA and the companies affiliated to it (the "Legal entities" or the "LE").

Human rights are rights inherent to all human beings, regardless of origin, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.

Bobst is committed to respect and protect human rights by means of its CoC and the Human Rights Policy, as well as along its supply chain with the Supplier's Code of Conduct.

The Human Rights Policy will be regularly reviewed and updated, with a minimum frequency of 6 years.

## 2. Scope and Application

This Human Rights Policy applies to all employees of Bobst. Bobst also expects compliance with the Human Rights Policy in all relationships with suppliers (see Supplier Code of Conduct) and other entities with which Bobst does business.

## 3. Commitment

Bobst is committed to respect and protect human rights as a minimum as described by the following international standards:

- a) International Bill of Human Rights,
- b) ILO's Declaration on the Fundamental Principles and Rights at Work and
- c) United Nations (UN) Guiding Principles on Business and Human Rights.

## 4. Implementation

### 4.1 Due Diligence Process

In order to manage and prevent potential and actual human rights impacts (please refer to 4.2 to identify scope of potential impacts), Bobst is establishing a due diligence process, which consists of the following steps:

- a) Identifying and assessing actual or potential adverse human rights impacts that Bobst may cause or contribute to through its own activities or in the value chain.
- b) Integrating findings from impact assessments across relevant company processes and taking appropriate action according to its involvement in the impact.

- c) Tracking the effectiveness of measures and processes to address adverse human rights impact and;
- d) Communicating on how impacts are being addressed.

#### **4.2 Priority Topics**

As part of Bobst's regular ongoing engagement with stakeholders (internal and external), Bobst has identified the following key human rights-related areas as priority topics (organized by alphabetical order):

- a) Accessibility for persons with disabilities
- b) Child labor/minimum age workers
- c) Equality and Non-discrimination
- d) Fair wages/compensation and working conditions
- e) Health and safety
- f) Human Trafficking and Modern Slavery
- g) Maternity protection
- h) No harassment
- i) Social dialogue and freedom of association

#### **5. Governance: The Human Rights Committee (the "HRC")**

Bobst has strong governance in place to drive improvement in human rights due diligence and address any issues and challenges.

The HRC is made up of a multi-disciplinary team from different departments within the group. The HRC reports to the Chief Executive Officer, as well as keeping the Sustainability Team and the Legal & Compliance Team updated. The HRC is composed of five (5) members: (i) the Group Compliance Officer, (ii) the Chief Human Resources Officer, (iii) the Head of Corporate Sustainability and (iv) the Group Chief Purchasing Officer, (v) and the Head of Internal Audit.

The HRC meetings are held as often as required for the HRC purposes and provide a forum for representatives across the business including Operations, Legal & Compliance, Human Resources, Purchasing and Sustainability.

The HRC provides input on Bobst's policies, annual statements and procedures relating to human rights, discussing areas of potential risk, mapping out improvements to be made, providing direction and tracking progress on human rights due diligence.

The CEO of Bobst is responsible for deploying this Human Rights Policy throughout the Bobst group with the active support of the HRC.

## 6. Reporting

Bobst shall report on different human right topics in its annual Sustainability Report. The report must be aligned with international standards for reporting.

## 7. Remediation & Grievance Mechanism

Infringements of human rights in the conduct of business or in business relations can be reported to a manager, Human Resources Team or the Group Compliance Officer, the Head of Sustainability or via the Bobst Integrity Line: <https://bobstgroup.integrityline.com>

Reported incidents are handled by the HRC. Grievance and remediation mechanisms play a critical role in opening channels for dialogue, problem solving and investigation.

If Bobst's business activities are found to have had a negative impact on human rights or if involvement of business partners is revealed or suspected, Bobst will investigate the issue and remedial action will be taken.

## 8. Conduct in Supply Chain

Bobst follows a four (4) steps process to assess the respect and protection of human rights in its supply chain:

- a) Suppliers have to sign and comply with the Supplier Code of Conduct;
- b) Suppliers are evaluated with the Supplier Risk Assessment (SRA);
- c) Suppliers are assessed by a third-party company (e.g., EcoVadis) and;
- d) If a company is identified as having sustainability risks in any of the previous 3 steps, Bobst or a third party will conduct an "on-site assessment".

The goal of Bobst is to continuously increase the percentage of suppliers that are evaluated with the above due diligence process, having a minimum of 50% of our total spend covered in 2023. 55% in 2024 and primary focus on countries and purchasing categories at risk.

In case of non-compliance, Bobst will request immediate corrective actions from the supplier and may phase the supplier out.

Bobst complies with the "Swiss Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labor" (DDTrO).

Approved by



Jean-Pascal Bobst  
CEO



Sylvain Lieb  
CHRO