

Policy: Human Rights

Valid as of January 1, 2026

Rieter is committed to respecting and promoting human rights, ensuring that its business operations respect the dignity and rights of all individuals involved.

This policy outlines Rieter's commitment to the principles of human rights in line with the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, as well as other internationally recognized human rights frameworks, including the United Nations Guiding Principles on Business and Human Rights.

This policy applies to all employees, on-site service providers and labor agencies engaged in Rieter's operations globally. It reflects the company's commitment to respecting and promoting human rights throughout their operations and supply chain, ensuring a just, safe and inclusive workplace for all.

The policy defines Rieter's stance on essential human rights issues such as freedom of association, collective bargaining, forced labor, child labor, discrimination, workplace safety, and the protection of vulnerable groups such as women, indigenous peoples and disabled people.

1. Fundamental Labor Rights

1.1. Freedom of association and the right to collective bargaining

In accordance with the ILO Declaration on Fundamental Principles and Rights at Work, the company upholds the right of all employees to freely associate, join trade unions, and engage in collective bargaining without fear of reprisal, intimidation or harassment.

Rieter is committed to:

- Ensuring that all workers can form and join unions of their choice, provided that the union is lawful and complies with all legal requirements.
- Engaging in good-faith collective bargaining with duly recognized representatives.
- Maintaining open channels of communication between management and workers' representatives to address workplace concerns in a collaborative and respectful manner.

1.2. Forced or compulsory labor and human trafficking

Rieter strictly prohibits all forms of forced or compulsory labor, including human trafficking and debt bondage. In line with the ILO Forced Labor Convention, the company ensures that:

- No individual is forced to work against their will.
- All employees work freely and voluntarily, with the right to terminate their employment as provided by law.

- Rieter's recruitment processes and third-party suppliers uphold the same commitment to preventing any form of forced labor.

1.3. Prohibition of child labor

The company is against all forms of exploitation of children and is committed to the elimination of child labor, adhering to the ILO Minimum Age Convention and the ILO Worst Forms of Child Labor Convention.

The following measures are in place:

- Ensuring that no children are employed in Rieter's operations, adhering to the minimum legal working age in each country where the company operates, which shall be no less than 15 years (or as per national law if higher).
- Child labor is strictly prohibited under the Rieter Supplier Code of Conduct. If child labor is discovered at a supplier, mitigation is required; repeated violations of the Rieter Supplier Code of Conduct will lead to immediate contract termination.

1.4. Elimination of discrimination in employment and occupation

Rieter is committed to fostering a diverse, equitable and inclusive workplace. In line with the ILO Discrimination (Employment and Occupation) Convention, the company ensures that:

- All employees are treated fairly, regardless of race, gender, religion, age, disability, sexual orientation, or any other protected status.
- Employment decisions – including hiring, promotions, and remuneration – are based solely on merit, qualifications and performance.
- Diversity is celebrated, and discriminatory practices are actively addressed and eliminated through comprehensive anti-discrimination training, monitoring and reporting mechanisms.

1.5. Maximum working hours

The company is committed to ensuring that all employees work within reasonable limits on working hours, in line with the principles established by the International Labor Organization (ILO) Hours of Work (Industry) Convention (No. 1) and other relevant standards.

Rieter's policy on working hours includes the following commitments:

- Working hours are to be in full compliance with local laws and regulations, including those relating to regular hours, overtime and rest periods.
- Working hours are set according to the current laws and the industry norm. Generally, a working week is not more than 48 hours and all employees receive at least one day off within a period of 7 days.
- Overtime is voluntary and as a rule restricted to no more than 12 hours per week. Each time this is compensated with an additional overtime payment, provided nothing different is agreed within flexible working arrangements.
- Employees will be provided with at least one day off for every seven-day period, ensuring time for rest and recovery.

1.6. Adequate Compensation

Rieter follows the guidelines and recommendations of the United Nations International Labour Organization (ILO) and the Organization for Economic Development and Co-Operation (OECD).

Without exception, the wages paid by Rieter respect all regulations for industry and legal basic wages including statutory benefits in the respective country of production.

Furthermore, Rieter has agreed with its social partners wage structures and benefits such as medical support, subsidized meals and transportation. The kind and extent of benefits depend on the conditions in the respective country.

2. Safe and Healthy Working Environment

The health, safety and well-being of all employees are paramount. Rieter is committed to providing a safe and healthy work environment.

This includes:

- Adhering to all relevant health and safety laws and regulations and internal standards and implementing best practices to ensure workplace safety.
- Rieter takes effective steps to identify, mitigate, and monitor potential risks and hazards to prevent potential accidents, injuries and illnesses.
- All employees will receive health and safety training, and job specific health and safety instructions during their employment.
- Rieter promotes an EHS culture to continuously improve its EHS performance in all areas.

3. Security Practices

Rieter is committed to ensuring that any private security personnel employed by or contracted to the company adhere to the highest standards of human rights, in line with the Voluntary Principles on Security and Human Rights.

The company applies the following procedures:

- All private security forces respect the human rights of employees, contractors and local communities. They are trained to perform their duties in accordance with international human rights standards.
- Any form of abuse, harassment or excessive use of force by security personnel will not be tolerated.
- Private security personnel are trained to handle conflict in a manner that respects human dignity with a focus on de-escalation. They are subject to oversight and monitoring to ensure their actions are consistent with the company's human rights commitments.
- Where appropriate, security personnel will cooperate with local law enforcement to ensure compliance with human rights standards, avoiding any actions that could infringe on the rights of individuals or communities.

4. Protection of Vulnerable Groups

4.1. Protection of women's rights

The company supports the protection and promotion of women's rights in the workplace, in line with the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

Rieter's commitments include:

- Promoting gender equality and preventing gender-based discrimination in hiring, pay, promotion and working conditions.

- Providing support systems, such as maternity leave, flexible work arrangements, and anti-harassment policies, to foster an empowering work environment for women.
- Taking proactive measures to address gender-based violence and harassment in the workplace, ensuring safe reporting mechanisms and strict non-retaliation protections.

4.2. Rights of people with disabilities

Rieter recognizes and upholds the rights of people with disabilities in accordance with the United Nations Convention on the Rights of Persons with Disabilities (CRPD).

This commitment includes:

- Ensuring equal access to employment opportunities and promoting an inclusive work environment for individuals with disabilities.
- Providing reasonable accommodation to support the full participation of employees with disabilities in all aspects of work.
- Removing barriers – physical, technological, and attitudinal – to ensure accessibility and equal opportunities for career development and advancement.
- Consulting with employees with disabilities to identify their needs and ensure that workplace policies and practices meet accessibility standards and promote inclusivity.

5. Integration of This Policy

The responsibility for upholding this policy lies with senior management, human resources, and the company's sustainability teams. Violations of this policy can be anonymously reported via the company's Integrity line ([link](#)).

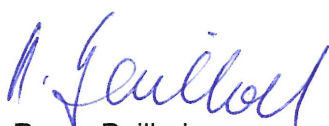
The company ensures that this Human Rights Policy is fully integrated into business operations by:

- Conducting regular training for employees, management, on-site service providers and labor agencies to promote understanding and compliance with this policy.
- Performing regular audits and assessments to identify and address human rights risks in Rieter's operations and supply chain.
- Collaborating with independent third-party organizations to evaluate and improve the company's human rights practices.

Regular reporting on human rights performance will be shared with stakeholders, and corrective actions will be taken where violations or risks are identified. It is the company's aim to continuously improve its human rights impact and ensure compliance with international standards. This policy will be reviewed and updated regularly to reflect evolving international standards, legislative requirements and stakeholder expectations.

Winterthur, November 4, 2025

Rieter Holding AG



Roger Baillod
Vice President of the Board of Directors



Thomas Oetterli
Group CEO / Chairman