

# Policy: Human Rights政策：人权政策

Valid as of January 1, 2026

生效日期：2026年1月1日

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

立达致力于尊重并促进人权，确保其各项经营活动充分尊重所有相关人员的尊严与权利。

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.

本政策阐明了立达在人权方面所遵循的基本原则。该等原则以国际劳工组织（ILO）《关于工作中基本原则和权利宣言》以及其他国际公认的人权框架为基础，包括《联合国商业与人权指导原则》。

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.

本政策适用于参与立达全球业务运营的所有员工、现场服务提供方及劳务中介机构。本政策体现了公司在其业务运营及供应链中尊重并促进人权的承诺，致力于为所有相关人员提供公平、安全且包容的工作环境。

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.

本政策明确了立达在重要人权议题上的基本立场，包括结社自由、集体协商、禁止强迫劳动和童工、反歧视、工作场所安全，以及对女性、原住民、残障人士等弱势群体的保护。

## 1. Fundamental Labor Rights基本劳动权利

### 1.1. Freedom of association and the right to collective bargaining

#### 结社自由与集体协商权

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.

根据国际劳工组织（ILO）《关于工作中基本原则和权利宣言》，公司尊重并保障全体员工依法享有结社自由，包括自由结社、加入工会以及参与集体协商的权利，且不会因行使该等权利而遭受报复、威胁或骚扰。

Rieter is committed to:

立达承诺:

- Ensuring that all workers can form and join unions of their choice, provided that the union is lawful and complies with all legal requirements.  
在符合法律规定的前提下，保障员工有权自主选择并加入合法工会组织；
- Engaging in good-faith collective bargaining with duly recognized representatives.  
与依法产生或认可的员工代表开展诚信的集体协商；
- Maintaining open channels of communication between management and workers' representatives to address workplace concerns in a collaborative and respectful manner.  
在管理层与员工代表之间建立畅通的沟通机制，以合作、尊重的方式共同解决工作场所相关问题。

## 1.2. Forced or compulsory labor and human trafficking

### 强迫或强制劳动及人口贩运

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:

立达严格禁止一切形式的强迫或强制劳动，包括人口贩运及债务束缚。根据国际劳工组织《强迫劳动公约》，公司确保：

- No individual is forced to work against their will.  
不得强迫任何人员违背其意愿从事劳动
- All employees work freely and voluntarily, with the right to terminate their employment as provided by law.  
所有员工均在自愿基础上工作，并依法享有解除劳动关系的权利；
- Rieter's recruitment processes and third-party suppliers uphold the same commitment to preventing any form of forced labor.  
立达在招聘流程及对第三方供应商的管理中，同样坚持防止任何形式强迫劳动的原则。

## 1.3. Prohibition of child labor

### 禁止使用童工

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.

公司反对任何形式的儿童剥削行为，并致力于消除童工现象，遵循国际劳工组织《最低年龄公约》及《最恶劣形式童工公约》。

The following measures are in place:

公司采取以下措施：

- 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).  
确保立达各项经营活动中不雇佣童工，并遵守各运营国家关于最低法定就业年龄的规定；最低就业年龄不得低于15周岁，如当地法律规定更高标准，则适用当地法律规定；

- 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.

在《立达供应商行为准则》中明确禁止使用童工。如在供应商处发现童工情形，应立即采取整改措施；如出现重复违规，将导致合同被立即终止。

#### 1.4. Elimination of discrimination in employment and occupation

##### 消除就业与职业领域的歧视

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: 立达致力于营造多元、公平和包容的工作环境。根据国际劳工组织《就业和职业歧视公约》，公司确保：

- All employees are treated fairly, regardless of race, gender, religion, age, disability, sexual orientation, or any other protected status.  
所有员工均获得公平对待，不因种族、性别、宗教、年龄、残疾、性取向或其他受法律保护的身份而受到歧视；
- Employment decisions – including hiring, promotions, and remuneration – are based solely on merit, qualifications and performance.  
包括招聘、晋升及薪酬在内的用工决定，均仅以员工的能力、资质及绩效为依据；
- Diversity is celebrated, and discriminatory practices are actively addressed and eliminated through comprehensive anti-discrimination training, monitoring and reporting mechanisms.  
倡导多元包容，通过系统性的反歧视培训、监督及报告机制，积极防范、识别并消除歧视行为。

#### 1.5. Maximum working hours

##### 最长工作时间

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.

公司致力于确保员工的工作时间处于合理范围内，并遵循国际劳工组织（ILO）《工业领域工作时间公约》（第1号）及其他相关标准所确立的原则。

Rieter's policy on working hours includes the following commitments:  
立达在工作时间方面的政策包括以下承诺：

- Working hours are to be in full compliance with local laws and regulations, including those relating to regular hours, overtime and rest periods.  
工作时间应全面符合适用的当地法律法规，包括有关正常工作时间、加班及休息休假等规定；
- 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.

工作时间根据现行法律规定和行业惯例确定。一般情况下，每周工作时间不超过 48 小时，且员工在每 7 天内至少享有 1 天休息时间；

- 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.

加班应以员工自愿为原则，通常每周不超过12小时，并依法支付相应的加班报酬；如灵活用工安排另有约定，从其约定；

- Employees will be provided with at least one day off for every seven-day period, ensuring time for rest and recovery.

员工在每连续七日内应至少享有一天休息时间，以保障其休息与恢复。

## 1.6. Adequate Compensation

### 合理报酬

Rieter follows the guidelines and recommendations of the United Nations International Labour Organization (ILO) and the Organization for Economic Development and Co-Operation (OECD). 立达遵循联合国国际劳工组织（ILO）及经济合作与发展组织（OECD）的相关指导原则和建议。

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.

在任何情况下，立达支付的薪酬均符合所在国家/地区的法律规定及行业标准，包括法定最低工资及各项法定福利。

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.

此外，立达还与员工代表或其他社会合作方就薪酬结构及福利待遇达成相应安排，包括医疗支持、餐补及交通补贴等。具体福利的种类及范围将根据各国家或地区的实际情况确定。

## 2. Safe and Healthy Working Environment

### 安全与健康的工作环境

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

员工的健康、安全与福祉至关重要。立达致力于为员工提供安全、健康的工作环境。

This includes:

具体包括：

- Adhering to all relevant health and safety laws and regulations and internal standards and implementing best practices to ensure workplace safety.

遵守所有适用的健康与安全法律法规及公司内部标准，并采用最佳实践，保障工作场所安全；

- Rieter takes effective steps to identify, mitigate, and monitor potential risks and hazards to prevent potential accidents, injuries and illnesses.

立达采取有效措施识别、降低并持续监控潜在风险与危险源，以预防事故、伤害及职业疾病的发生；

- All employees will receive health and safety training, and job specific health and safety instructions during their employment.  
在员工任职期间，为其提供健康与安全培训以及与岗位相关的安全操作指导；
- Rieter promotes an EHS culture to continuously improve its EHS performance in all areas.  
推动环境、健康与安全（EHS）文化建设，不断提升公司在各领域的EHS管理绩效。

### 3. Security Practices

#### 安化管理

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.

立达致力于确保所有由公司聘用或委托的安保人员遵循最高人权标准，并符合《安全与人权自愿原则》的要求。

The company applies the following procedures:

公司采取以下管理措施：

- 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.  
所有安保人员均应尊重员工、承包商及当地社区的人权，并接受培训以确保其履职行为符合国际人权标准；
- Any form of abuse, harassment or excessive use of force by security personnel will not be tolerated.  
严禁安保人员实施任何形式的滥用职权、骚扰或过度使用武力行为；
- 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.  
安保人员应接受冲突处理培训，在处理冲突时以尊重个人尊严为前提，并优先采取降级处置方式；其行为应接受监督与监控，以确保符合公司的人权承诺；
- 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.  
在适当情况下，安保人员可与当地执法机关开展合作，以确保符合人权标准，并避免采取任何可能侵害个人或社区权利的行为。

### 4. Protection of Vulnerable Groups

#### 弱势群体保护

##### 4.1. Protection of women's rights

##### 女性权益保护

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).

公司支持在工作场所对女性权益的保护与促进，并遵循《消除对妇女一切形式歧视公约》（CEDAW）的相关原则。

Rieter's commitments include:  
立达的承诺包括：

- Promoting gender equality and preventing gender-based discrimination in hiring, pay, promotion and working conditions.  
推动性别平等，防止在招聘、薪酬、晋升及工作条件等方面的性别歧视；
- Providing support systems, such as maternity leave, flexible work arrangements, and anti-harassment policies, to foster an empowering work environment for women.  
建立支持性机制，包括产假、灵活用工安排及反骚扰政策，以营造有利于女性发展的工作环境；
- Taking proactive measures to address gender-based violence and harassment in the workplace, ensuring safe reporting mechanisms and strict non-retaliation protections.

采取积极措施防范和应对工作场所中的性别暴力及骚扰行为，建立安全的举报机制并严格落实报复保护。

## 4.2. Rights of people with disabilities

### 残障人士权益

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).

立达依据《残疾人权利公约》（CRPD），尊重并保障残障人士的各项权利。

This commitment includes:  
该等承诺包括：

- Ensuring equal access to employment opportunities and promoting an inclusive work environment for individuals with disabilities.  
确保残障人士平等获得就业机会，并推动建设包容性的工作环境。
- Providing reasonable accommodation to support the full participation of employees with disabilities in all aspects of work.  
提供合理便利措施，以支持残障员工全面参与各项工作活动。
- Removing barriers – physical, technological, and attitudinal – to ensure accessibility and equal opportunities for career development and advancement.  
消除包括物理环境、技术条件及观念层面的障碍，以保障无障碍环境及平等的职业发展与晋升机会。
- Consulting with employees with disabilities to identify their needs and ensure that workplace policies and practices meet accessibility standards and promote inclusivity.  
与残障员工沟通其实际需求，确保相关制度与实践符合无障碍标准，并促进包容性发展。

## 5. Integration of This Policy

### 本政策的落实与执行

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](#)).

本政策的落实由公司高级管理层、人力资源部门及可持续发展团队共同负责对于违反本政策的行为，可通过公司的诚信举报渠道（Integrity Line）（[链接](#)）进行匿名举报。

The company ensures that this Human Rights Policy is fully integrated into business operations by: 公司通过以下方式确保本《人权政策》全面融入其业务运营：

- Conducting regular training for employees, management, on-site service providers and labor agencies to promote understanding and compliance with this policy.  
定期为员工、管理层、现场服务提供方及劳务中介机构开展培训，以提升对本政策的理解并确保其得到遵守。
- Performing regular audits and assessments to identify and address human rights risks in Rieter's operations and supply chain.  
定期开展审计和评估，以识别并应对立达在其运营和供应链中的人权风险。
- Collaborating with independent third-party organizations to evaluate and improve the company's human rights practices.  
与独立第三方机构合作，对公司的人权实践进行评估并持续改进。

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.

公司将定期向利益相关方报告其人权表现，并在发现违规或风险时及时采取纠正措施。公司致力于持续改进其人权影响管理，并确保符合国际标准。本政策将根据国际标准的发展、法律法规的变化以及利益相关方的期望，定期进行审查和更新。

Winterthur, May 1, 2024  
温特图尔，2024年5月1日

**Rieter Holding AG**  
立达控股股份公司

Roger Baillod  
Vice President of the Board of Directors  
董事会副主席

Thomas Oetterli  
CEO Rieter Group  
立达集团首席执行官