

GF Statement on Slavery & Human Trafficking

(Modern Slavery Act 2015)

Georg Fischer (GF) believes that human rights are the fundamental rights, freedoms, and standards to which every human being is entitled. We uphold the responsibility to respect human and labor rights as a global standard for expected conduct across all our operations.

GF does not compromise on compliance with any applicable national laws and regulations, and our expectations are guided not only by these laws but also by international standards and conventions.

In alignment with the Modern Slavery Act 2015 in the UK, we are committed to preventing any form of slavery or human trafficking within our business and supply chains. This commitment is reflected in our comprehensive approach, which includes the following key areas: governance, due diligence process, policy commitment, human rights risk assessment and impact mapping, measures to cease, prevent or mitigate negative impacts, embedding within GF, monitoring and communication, grievance and remedy.

Governance

The Nomination and Sustainability Committee of the GF Board of Directors is responsible for the company's overall sustainability performance and oversight, including matters related to human rights. The Executive Committee oversees GF's progress in reaching its strategic goals and targets.

To assist the Executive Committee in implementing the Sustainability Framework 2025, GF established the Corporate Sustainability Council (CSC). Headed by the CSC Chairperson, the council meets twice a year and oversees and coordinates all sustainability-related activities.

The CSC is informed about human rights matters at least once a year to ensure a comprehensive approach to sustainability initiatives. Day-to-day responsibility for the GF Human Rights Due Diligence process lies with dedicated resources within the Corporate Sustainability team. The team determines how GF's human rights commitment is implemented through any policies, processes, guidance, training and communication that may be required, as well as by engaging with external stakeholders and raising organizational awareness about human rights.

Due Diligence Process

The GF Human Rights Due Diligence (HRDD) process is based on international conventions and standards to ensure that its actions align with evolving regulations and transparency requirements. This process consists of six core elements that enable GF to proactively identify and address both potential and existing human rights issues within its sphere of influence across the entire value chain. In addition, the GF's Conflict Mineral Due Diligence Process aligns with OECD guidelines to ensure products do not contain conflict minerals associated with human rights abuses.

Policy commitment

GF integrates human rights into its business practices, with commitments against forced labor and modern slavery risks reflected in publicly available policies.

- **Corporate Policy 1082: Human Rights** emphasizes the priority of human rights within GF and its supply chain, explicitly committing to avoid forced labor, referring to the ILO Forced Labour Convention No. 29.
 - [Corporate Policy 1082: Human Rights \(georgfischer.com\)](https://www.georgfischer.com/en/corporate-policy-1082-human-rights)
- **GF Code of Conduct** governs the rights and duties of all employees, prohibiting forced labor, child labor, and corporal punishment. It also addresses the prevention of human trafficking, debt bondage, indentured servitude, and slave labor within GF and its supply chain.
 - [Code of Conduct - Georg Fischer Ltd](#)
- **GF Code for Business Partners** outlines expectations for suppliers, including the prohibition of forced and child labor.
 - [Code for Business Partners - Georg Fischer Ltd](#)
- **Corporate Policy 1080: Conflict Minerals** addresses risks associated with forced labor and human rights abuses in high-risk areas, with a supply chain investigation process in place.
 - [Corporate Policy 1080: Conflict Minerals \(georgfischer.com\)](https://www.georgfischer.com/en/corporate-policy-1080-conflict-minerals)

Human rights risk assessment and impact mapping

GF addresses human rights and modern slavery risks through:

- **Risks in our own operations (country-specific risk identification):** GF conducts a human rights risk assessment covering 100% of the countries in which it operates. The evaluation encompasses a broad spectrum of human rights issues, including – but not limited to – safe and healthy working conditions, forced labor, human trafficking, child labor, the right to rest and leisure, freedom of association, the right to collective bargaining, living wages, non-discrimination, data protection and privacy, gender equality, bribery and anti-corruption. This assessment is reviewed and updated annually to ensure ongoing, up-to-date data and to identify both improvements and deteriorations in country contexts.
- **Risk from raw materials sourcing:** Implementation of a conflict minerals due diligence process. In compliance with the Swiss [Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour \(DDTrO\)](#), GF performs annual assessments. Further details can be found on page 134 of the [Sustainability Statement 2024](#).
- **Risks in our suppliers' operations:** GF has strengthened its efforts in supply chain risk management by implementing a new supply chain risk intelligence platform (Prewave). This platform combines sustainability and financial screening of suppliers, providing essential insights to support compliance with supply regulations such as the German Supply Chain Due Diligence Act (LkSG).

Measures to cease, prevent or mitigate negative impacts

The Corporate Sustainability team tracks progress while also fostering a continuous dialogue with Corporate Human Resources and sustainability teams across the organization, ensuring effective communication performance and the monitoring of measures to prevent and mitigate human rights risks.

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In 2024, GF successfully completed sustainability assessments for 82% of its relevant procurement expenditures. This achievement aligns with the current due diligence requirements across all sourcing categories and supports the five-year objectives outlined in the GF Sustainability Framework 2025.

Additional information can be found in the Supplier sustainability performance section, under ESRS G1 Business conduct, in the [Sustainability Statement 2024](#).

Embedding within GF

In 2023, GF began training corporate and divisional sustainability teams on advocacy and up-skilling processes to embed respect for human rights into the company culture. This training is part of ongoing efforts to ensure all employees understand and commit to preventing modern slavery and human trafficking.

Monitoring and communication

GF transparently reports on its human rights due diligence and its efforts to eliminate forced labor, child labor and other forms of modern slavery from its value chain through its annual [Sustainability Statement 2024](#).

Since 2015, GF's actions and decisions have been guided by the UN Global Compact Principles, which provide a comprehensive framework encompassing human rights, labor, environment, and anti-corruption. The company shares its progress through its [Communication on Progress \(COP\)](#) statement.

Grievance and remedy

GF understands that creating avenues for individuals to voice their concerns and seek redress is vital. It has established the [GF Transparency Line](#) an external whistleblowing system that enables stakeholders to report any violations or grievances related to human rights (e.g., discrimination, bullying, sexual assault or legal violations). The number of breaches and corrective actions is monitored to ensure compliance and continuous improvement.

GF is committed to ensuring that rightsholders have access to effective remedies. As outlined in Section VI: Implementation, subsection (b) Non-compliance of the [GF Code of Business Partners](#), GF reserves the right to request the implementation of remedial measures within a reasonable timeframe, as determined by GF, in cases of non-compliance with the Code.

Rachel Greasby

6 June 2025

Managing Director

Georg Fischer Sales Limited

(A subsidiary of Georg Fischer AG which is incorporated in Switzerland)

This statement relates to year ended 31st December 2024