

# SEMPERIT

## People Policy

We promote an inclusive culture and show respect and appreciation to our employees<sup>1)</sup> by providing attractive working conditions. Semperit Group's secret to success is the dedication and expertise of our employees. In return, we provide appealing and secure job opportunities for personal growth and development.

### 1. People & objectives

#### 1.1. Competitive workforce and operational excellence

- Our leaders, managers and employees serve as role models, embodying the Semperit Values and integrity in their actions. We hold the expectation that all leaders set an ethical standard, offer skilled guidance to employees, and cultivate a positive work environment. We insist that everyone is following our Code of Conduct.
- We regard a competitive workforce as a paramount driver of operational excellence. Therefore, our corporate integrity culture is centered around performance and values. We value and acknowledge accomplishments by incorporating feedback into an ongoing process of continuous improvement.
- We are dedicated to fostering long-term relationships based on our fundamental principles of trust and respect with our employees, customers, suppliers, and stakeholders, with the shared goal of mutual sustainable growth.

#### 1.2. Attractive place to work

- This policy reflects our company's integrity culture, making Semperit an appealing workplace. We hold genuine concern for our employees with a clear commitment to be a people developer. Prioritizing personnel growth, equitable and competitive compensation, fostering diversity and inclusion, respect, and maintaining a harmonious work-life balance hold significant importance within our organization.
- We value interactive and open communication among employees.
- Semperit provides equal opportunities regardless of age, gender, nationality, ethnicity, religion, sexual orientation or disabilities, as defined in the [Semperit D&I Charter](#).
- We actively promote career advancement of under-represented genders, while also emphasizing diversity in management across gender, age, culture, and disability.
- We encourage an atmosphere of trust where both requesting and providing flexibility is embraced. This empowers our employees to harmonize their work and personal lives effectively.
- We value the opinions and ideas of all our employees and actively seek out their input and feedback. This facilitates a dynamic exchange of thoughts and encourages effective communication across the organization.

#### 1.3. Protection of employees and human rights

- We protect our employees' health and safety, aiming at a zero-incident workplace, as outlined in [our HSEQ Policy](#).
- We comply with internationally recognized human rights and promote adherence to them, as outlined in [our Code of Conduct](#).
- We create a work environment led by high international social & labor standards.
- We ensure discretion and confidentiality in any whistleblowing process and protect our employees who speak up about any violation or wrongdoing or are a part of an investigation from any retaliation.
- We have strict no-child-labor and no-forced-or-compulsory-labor policy.
- We listen to our employees and maintain open communication channels for this purpose.

#### 1.4 Social commitment

- Semperit supports, sponsors and cooperates with schools and universities in areas where we see the need for a higher-qualified workforce.
- We support and sponsor selected non-profit-organizations that provide first-aid infrastructure where public services are insufficient.
- We give financial support to the families of our employees in case of natural disasters.
- We encourage and promote open dialogue with our neighbors and other stakeholders to facilitate mutual understanding of needs and desire for change.
- We are committed to transparency and maintaining an open dialogue with NGOs.

### 2. Implementation

The contents of this joint declaration will be communicated within Semperit Group as we deem appropriate. The objectives and implementation principles set forth in this document shall apply worldwide and are an integral part of Semperit Group's corporate integrity culture. The Executive Board and all employees are fully committed to this People Policy to emphasize that employees are key to the company's success.

**The Executive Board**  
Semperit AG Holding

1) Please note that for the purpose of our People Policy, our own workforce includes people who are in an employment relationship with us as well as non-employees who are either individual contractors supplying labour ('self-employed people') or people provided by undertakings primarily engaged in employment activities. (NACE Code N78)