



**SHL Medical's**

# **Human rights statement**

# Introduction

We recognize that governments have the primary responsibility for establishing and enforcing human rights legal frameworks, consistent with international standards such as the Universal Declaration of Human Rights and the International Labour Organization (ILO) core conventions. At the same time, we acknowledge our own responsibility to uphold human rights and to address adverse impacts where we have the ability to influence outcomes.

Our approach is guided by the UN Guiding Principles on Business and Human Rights and the ILO core labour standards. In line with these principles, we seek to promote and strengthen human rights by engaging with relevant stakeholders across our operations and value chain.

This statement sets out the Company's commitment to protecting human rights, safeguarding the integrity of its workforce, and integrating human rights principles into its business practices. It applies to the management team and all employees, subsidiaries and affiliated enterprises, suppliers, contractors, partners, and other stakeholders committed to eliminating any human rights violations.

*Additional information on human rights is provided in appendix.*

## Our commitment to human rights

We are dedicated to:

### **As an employer we are:**

- Committed to providing a living wage, ensuring good conditions of employment and upholding the employer-pays principle.
- Committed to ensuring reasonable rest periods for employees and to managing overtime in accordance with applicable local regulations and standards.
- Committed to providing a healthy, safe and secure workplace for all employees and contractors.
- Committed to exercising high standards of integrity in dealing with and protecting the Personally Identifiable Information (PII) of employees.
- Opposed to all forms of discrimination at work and committed to promoting an inclusive environment that values diverse perspectives.
- Respectful of the freedom of association and collective bargaining rights.
- Opposed to all forms of forced or compulsory labor, and exploitative child labor.

### **As a purchaser of raw materials,**

manufactured goods and services, we aim to work with suppliers and business partners who share our commitment to human rights. We expect them to act responsibly and ethically toward their workers – whether directly or indirectly employed, as well as toward their own suppliers. These expectations are set out in our Supplier Code of Conduct.

### **As a manufacturer of medical devices,**

we believe that the rights and safety of people using our products, both during and after the product's development, are paramount. We monitor rigorously the safety of our products to protect patients' wellbeing

# Human rights due diligence

SHL Medical conducts the due diligence process by embedding responsible business practices into its policies and management systems, regularly identifying and assessing risks, implementing prevention and mitigation measures, and tracking mechanisms.

- Risk assessment: We conduct human rights risk assessments across relevant operations and value chain.
- Risk-based measures, tracking and reporting: we take action to stop, prevent, or reduce potential negative human rights impacts. We monitor the effectiveness of these measures and report on progress.
- Grievance and remedy mechanism: We provide an accessible, anonymous grievance mechanism for employees and third parties via SHL Medical's Speak-Up Line (worldwide numbers and information are available online at [www.shlmedical.com](http://www.shlmedical.com) see "Report a Concern"). Once a human rights violation caused or contributed to by SHL Medical AG is identified, the Company will initiate a remediation mechanism based on the type of incident and, if necessary, cooperate with relevant stakeholders to prevent recurrence.



Ulrich Faessler  
Chairman & Chief Executive Officer

## Appendix 1

### Labor Human Rights

The following section sets out the labor rights that must be respected. We are committed to respecting these rights throughout our own operations and expect our business partners and other business relationships to do the same. These requirements constitute minimum expectations and are not intended to prevent the application of more stringent standards.

#### No use of child labor

Workers must not be employed below the legal minimum age for employment or the age required to complete compulsory schooling. Children under the age of 15 must not be employed in any circumstances. Age verification checks should be in place to ensure this expectation is met. Young workers (under 18 but above the legal working age) require special protection and they must not be employed in hazardous work that could compromise their physical, mental, or moral well-being. All workers under 18 must be subject to risk assessments and regular monitoring of their health and working conditions.

#### No use of forced labor

All work must be conducted on a voluntary basis, not under threat of any kind. Prison, indentured, bonded or otherwise involuntary labor is prohibited. Workers must not be required to lodge original identification papers or monetary deposits on starting work. Workers must be able to leave their employer after reasonable notice, the period of which should be agreed upon engagement, and should receive all owed salary.

#### A safe and healthy workplace is provided

All workers must be provided with clean and safe conditions in all work and residential facilities. Adequate measures must be taken to prevent accidents and injury arising out of, associated with, or occurring during work. In the event of an occupational accident or incident, emergency healthcare is provided to workers. Health and safety information and training should be provided to workers, so they are able to understand the hazards, risks and control measures associated with their job. Responsibility for health and safety must be assigned to at least one senior management representative, and a risk-based management system with clearly defined accountabilities must be implemented and maintained.

#### All workers must be treated with respect

The employment relationship must be based on the principle of equal opportunity and fair treatment. This means that workers must not be discriminated against based on race, color, religion, ethnicity, disability, gender, sexual orientation, gender identity, political affiliation, union membership or marital and/or pregnancy status in any hiring or employment practices.

#### No cruel or abusive treatment

All workers must be provided with a workplace free of harsh and inhumane treatment, including any corporal punishment, mental, physical, sexual or verbal abuse, or threats of such treatment and intimidations. Written disciplinary procedures should be formalized in terms that are clear and understandable to everyone.

#### Fair wages and benefits

All workers must be paid at least the statutory minimum wage, or a fair representation of the prevailing industry wage, and must be provided with all legally mandated benefits and paid leave. A transparent process must be in place to ensure that workers are paid in a timely manner and fully understand their compensation.

#### Working hours are not excessive

Working hours must comply with national laws and collective agreements. Standard weekly working hours, excluding overtime, must be defined by contract. Total hours worked, including overtime, must not regularly exceed the average of 56 hours per week, with a minimum of one day's rest per week. Working hours may only exceed this limit if: this is allowed by national law; this is allowed by collective agreement freely negotiated with a workers' organization representing a significant portion of the workforce; or the employer can demonstrate that exceptional circumstances apply, as applicable. Overtime beyond the standard working day/week, as agreed upon engagement, must be voluntary. Workers should receive clear communication about whether overtime is required and how it will be compensated.

#### Freedom of association

All workers must be free to establish and join groups for the promotion and defense of their interests. Workers' representatives must be free to carry out their representative functions in the workplace.

## Appendix 2

### Human Rights and the Environment

Environmental harm can negatively impact human rights, including the rights to life, livelihood, access to clean water and sanitation, health and well-being, as recognized in the Universal Declaration of Human Rights and other international instruments. In 2022, the United Nations adopted a resolution affirming the human right to a clean, healthy, and sustainable environment. We are committed to minimizing the environmental impacts of our operations and products throughout their lifecycle. To this end, we implement measures within our own operations and expect our business partners to do the same through our Supplier Code of Conduct addressing issues such as climate change, pollution, water, and waste.