

GEBERIT GROUP

POLICY STATEMENT ON HUMAN RIGHTS

Jona, in May 2025

1. INTRODUCTION

The Geberit Group is committed to respecting and protecting human rights along the entire value chain. As an internationally active company, we recognise our responsibility to comply with human rights due diligence obligations in accordance with the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG). This policy statement provides the framework for our actions and emphasises our commitment to ethical business practices.

2. ANCHORING HUMAN RIGHTS IN CORPORATE PRINCIPLES

Geberit is committed to meeting internationally recognised human rights standards. We do not tolerate any form of forced labour, child labour, discrimination or other human rights violations. These principles are part of the sustainability strategy and are firmly anchored in our [Geberit Code of Conduct for Employees](#). The Code, which is binding for all employees, is based on the following standards and regulations:

- International Bill of Human Rights including the relevant rights from the UN's civil and social covenants
- UN Global Compact
- UN Guiding Principles on Business and Human Rights
- UN Convention on the Rights of the Child
- UN Convention on the Rights of Women
- The International Labour Organization (ILO)'s core labour standards

In addition, the Geberit Code of Conduct for Employees states that the health and safety of employees at Geberit is a top priority. This is why health and safety practices are continuously improved and risks reduced. Detailed information on Geberit's contribution to occupational health and safety can be found in the [Geberit Annual Report](#).

3. RESPONSIBILITY IN THE SUPPLY CHAIN

As a globally active company, Geberit recognises its responsibility along the supply chain. We expect our suppliers and business partners to adhere to the same high ethical standards as our employees. [The Code of Conduct for Suppliers](#) obliges suppliers to respect human rights, offer fair working conditions and apply environmentally friendly practices. The standards and regulations mentioned under point 2 apply as a basis.

3.1. RISK ANALYSIS AND RISK MANAGEMENT

We carry out regular risk analyses to ensure that no human rights are violated in our supply chain. Risk management covers issues relating to the environment, occupational health and safety and human rights. Suppliers are assigned to predefined risk classes according to country of production and product group. The classification is reviewed annually. Suppliers are audited regularly to ensure that they are complying with our standards.

3.2. PREVENTIVE AND CORRECTIVE ACTION

If we identify violations of human rights or recognise potential risks, we take corrective action immediately. This can include training initiatives, amending supplier contracts or even terminating business relationships. Geberit will verify that the supplier has applied the corrective action.

4. IMPLEMENTATION AND VERIFICATION

The Corporate Human Resources department is responsible for implementing fundamental human and labour rights within the company. The Corporate Purchasing department is responsible for human rights and labour rights being met along the supply chain.

Geberit has established a decentralised compliance system to ensure ethical and lawful conduct. Regular training on human rights, occupational health and safety standards and the specific requirements of supply chain due diligence and internal audits ensure compliance with our standards. Specific implementation and verification measures as well as their results are published in detail every year in the [Geberit Annual Report](#).

5. IMPROVEMENT

We strive to improve our processes continuously in order to identify and minimise human rights risks. We adapt our action to current developments through dialogue with relevant stakeholders and regular risk analyses.

6. COMPLAINTS MECHANISMS

Geberit ensures that all employees, suppliers and business partners have the opportunity to report violations of human rights or legal regulations.

- Employees can use the Geberit Integrity Line to report grievances anonymously.
- Suppliers can report violations of the Supplier Code of Conduct via the Supplier Integrity Line.

Both systems are operated by independent service providers and are available in several languages.

7. REPORTING

Geberit reports on its activities and results in relation to environmental, social and employee matters in the Sustainability Report, which is part of the [Geberit Annual Report](#). This report on non-financial matters in accordance with Art. 964a et seq. of the Swiss Code of Obligations provides comprehensive information on:

- Results of the due diligence review with regard to child labour, forced labour and the handling of conflict minerals
- Respect for human rights, combating corruption and responsible corporate governance

Geberit also publishes the annual progress report digitally on the UN Global Compact (UNGC) platform. This documents our progress in the area of human rights and is available in the [UNGC COP Viewer](#).

8. CONCLUSION

Geberit is committed to responsible corporate governance that respects human rights in all aspects of its business activities. We are convinced that respecting human rights and ensuring fair working conditions are the basis for the long-term success of our company and for trust-based relationships with our business partners.

We are committed to the continuous improvement of our processes and actions to respect human rights in our supply chain. This includes the regular review and further development of our due diligence obligations to ensure that we meet the highest standards and always comply with current legal requirements.



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