Human Rights, Labor and Community Engagement Policy

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1 Preamble

SIG is a leading solutions provider of packaging. With our unique portfolio of aseptic carton, bag-in-box, and spouted pouch, we work in partnership with our customers to bring food and beverage products to consumers around the world in a safe, sustainable, and affordable way. Sustainability is integral to our business, we strive to create a regenerative food packaging system and to deliver scalable, systemic positive impacts – for society, the environment, and our business. Our work is guided by the SIG Group AG Code of Conduct, which sets out the rules and values by which we operate. Respect for internationally recognized human rights and labor rights - as defined in the International Bill of Human Rights, the core labor standards by the International Labor Organization (ILO), the base code of the Ethical Trade Initiative (ETI) focused on labor practices, and the United Nations Global Compact (UNGC) - is a cornerstone of our approach to upholding these values. Respecting human and labor rights are fundamental for us to be able to lead a sustainable business that acts responsibly towards society, across our workplaces and throughout the entire value chain.

Furthermore, SIG has fostered a culture of awareness relative to labor and human rights, as we believe that such awareness adds value to the corporate culture, our employees, shareholders, and further relevant stakeholders.

The SIG global Human Rights, Labor, and Community Engagement Policy ("Policy" hereafter) has been developed to outline our commitments, goals and approaches for sustainability topics identified as strategic or material. In this sense, it serves as SIG's declaration of respect for human rights and defines the basis of our sustainability approach.

Adherence to international standards and frameworks:

This Policy is informed by and aligned with, the United Nations Global Compact (UNGC) Ten Principles, the United Nations Sustainable Development Goals (SDGs), the International Bill of Human Rights, the International Labour Organization (ILO) core labor standards, the Ethical Trading Initiative (ETI) Base Code, and the United Nations Guiding Principles on Business and Human Rights (UNGP). It follows the OECD Guidelines for Multinational Enterprises and incorporates guidance from the Global Reporting Initiative (GRI 2-23, 3-3, 408, 409, 401, 402, 403) and the European Sustainability Reporting Standards (ESRS). It also reflects regulatory requirements, such as Swiss law, including Articles 964j-k of the Swiss Code of Obligations (CO) and the Swiss Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (DDTrO) and the German Supply Chain Due Diligence Law (Lieferkettensorgfaltspflichtengesetz).

The Policy is supported by recognized due diligence and risk assessment methodologies, including SEDEX SMETA 4-Pillar audits, EcoVadis assessments, and supplier screening through EcoVadis IQ Plus, which help identify salient human rights topics and ESG risks. These tools, combined with double materiality assessments and human rights risk mapping, ensure that the Policy addresses the most relevant issues across our operations and value chain.

Periodic reviews, external assessments, and certification audits maintain alignment with international standards and regulatory requirements, ensuring continuous improvement and accuracy.

2 Scope

The principles and commitments outlined in this Policy apply to SIG Group AG, all of its subsidiaries, and all controlled entities ("SIG"). We expect all our employees to understand and adhere to them, and we engage with our suppliers and business partners to ensure that they also understand and promote these principles, as well as support SIG's commitments.

3 Core principles

- **Conduct** business in an ethically, morally, and socially responsible manner.
- **Ensure** respect for internationally recognized human rights, such as those encompassed within the international bill of human rights, the core labor standards by the ILO, as specified in the ETI base code and the UN Global Compact, within our sphere of influence.
- **Ensure** compliance with applicable local and national labor and human rights laws, regulations, generally accepted industry standards and corporate policies, while seeking to respect international human rights standards- whichever provide more favorable conditions for the affected stakeholders.
- **Define** a corporate policy position on all labor and human rights topics relevant for our business.
- **Identify**, systematically analyze, regularly review, and responsibly manage all relevant (material and salient) labor and human rights topics, as well as opportunities, risks, and impacts.
- Clearly **allocate** roles, responsibilities, and resources within the Group for managing material labor and human rights topics.
- **Implement** effective measures to protect the labor and human rights of people working on behalf of SIG, as well as other stakeholders affected by our business activities (including people in our neighboring communities), and to maximize positive impacts while preventing or minimizing the risk of negative impacts and incidents.
- **Set** goals on relevant labor and human rights topics, measure and evaluate performance against smart targets, and ensure continuous improvement.
- **Consider** the perspectives, concerns and needs of employees and affected people in our decision-making processes.
- Responsibly and transparently **engage** with all relevant and affected stakeholders in developing, managing, and communicating on corporate labor and human rights topics, standards, processes, and activities, including by developing channels that enable them to voice complaints and grievances.
- **Influence** suppliers and partners to support and adhere to these principles and **encourage** them to extend SIG's commitments to employee engagement, fair working conditions, and human rights to their own activities and across our value chain.

4 Encompassing human rights commitment

We are committed to respecting the human rights of our employees, supply chain partners across our global value chain, local communities in our operating and sourcing regions, distributors, customers, consumers, other business partners and external stakeholders. Our commitment to human rights encompasses all internationally recognized human rights, including those covered in the Universal Declaration of Human Rights, the core labor standards of the ILO (International Labor Organization), and the Ethical Trading Initiative (ETI) base code, in line with our responsibilities under the United Nations Guiding Principles on Business and Human Rights (UNGP) and as outlined in the OECD Guidelines for Multinational Enterprises. If national law in our areas of operation conflicts with internationally recognized human rights, we comply with national legislation but strive to adhere to the principles of internationally recognized human rights to the greatest extent possible.

5 Topics: Human Rights and Labor

As an employer, SIG aims to be the best in the industry and beyond. As a basis, this requires our continuous engagement to prevent and mitigate risks and adverse labor and human rights impacts in our own operations and throughout our value chain activities. In this context, we ensure that we fulfil our responsibilities for upholding human rights and providing fair labor conditions.

Respect for human rights is a key element of SIG's ambition to create a positive and systemic impact for its people and communities, and it is a topic of significant stakeholder concern. As a global company with local presence in more than 60 countries, SIG recognizes its responsibility to advocate for and protect the human rights of its employees, employees of supply chain partners, employees of distributors, customers, consumers, and people in local communities situated in its operating and sourcing regions. Potential negative impacts from our activities on people and their human rights are primarily associated with the areas of health, safety and wellbeing, modern slavery, discrimination and harassment, children's rights, minorities, liberty and security of the person, fair labor conditions, freedom of thought and expression, social security and freedom of association. While violations of human rights can occur at the company's own operations, we are mainly exposed to incidents in our supply chain.

Hence, SIG advocates for the human rights of all people worldwide as fundamental to the way of life and the societies in which we live and operate. We will strive to use our influence to motivate others in the industry to promote respect for human rights. Acting ethically in everything we do, respecting and supporting our people and communities, and ensuring our employees are safe and satisfied at work are all fundamental corporate responsibilities that we take very seriously. We are dedicated to building a winning team by investing in our people, strengthening diversity, equity, and inclusion, and promoting a safe, healthy, and engaging workplace that creates lasting value for our employees, communities, and shareholders. The following chapters outline our position on these human rights and labor issues and guide our actions. We expect our employees to understand, respect, and internalize the following statements. Our suppliers and other business partners are encouraged to act in accordance with this Policy and adopt it to their business environment.

5.1 Human rights due diligence

5.1.1 Relevance

We believe that fundamental rights ensuring people's dignity, freedom, and justice are crucial to societal development and are ultimately required to help businesses thrive in the future. We have initiated a comprehensive

process to develop a fit-for-purpose human rights due diligence framework to identify, prevent mitigate and address actual and potential human rights impacts. This allows us to contribute to global respect for human rights and meet our ambition to have a scalable, systemic positive impact.

5.1.2 Overarching commitment

- We strive to identify, prevent, mitigate and address actual and potential human rights impacts in our operations, supply chain, and major business relationships.
- We are committed to fair working conditions and an inclusive, respectful environment where all our employees can thrive.
- We are committed to fostering responsible suppliers through engagement and driving systematic change to support regenerative practices and the promotion of human rights.

5.1.3 Targets

SIG's goals for human rights[1] due diligence are:

- Conduct SEDEX Members Ethical Trade Audits (SMETA) at all our production sites every two years.
- By 2030, ensure 100% of our significant suppliers[2] have signed our Supplier Code of Conduct or have an equivalent framework for respecting human rights in place.
- By 2030, provide regular training (at least every two years) on ethical supplier standards and sustainable sourcing to all employees who interact frequently with suppliers.
- By 2030, 50% of our significant suppliers will have participated in Human Rights training.

5.1.4 Implementation approach

Our approach to human rights due diligence, guided by the UN Guiding Principles on Business and Human Rights and the OECD guidelines for Multinational Enterprises, is integrated into our existing business practices for our salient and material ESG topics (see annex 1: list of key human rights issues).

Our overarching human rights commitment outlines our responsibility to respect human rights and forms the foundation of our human rights due diligence. Complementary to this commitment, SIG expects all suppliers to comply with the Supplier Code of Conduct, or an equivalent code, and screens suppliers on social and environmental criteria, including human rights, labor rights, resource use and environmental pollution, as part of the onboarding process. Suppliers deemed most significant are those identified through EcoVadis IQ Plus as having elevated human rights and ESG risks, based on factors such as overall risk level, relevance to regulatory requirements (including supply chain due diligence), and priority for action on issues like modern slavery. Further, the criteria of spend level and criticality for SIG are assessed in the selection process. Our supplier requirements and processes are described in further detail in our Responsible Sourcing Policy.

To cease, prevent and mitigate risks, SIG conducts regular internal or third-party assessments and audits globally, at our production sites, at our non-production entities, and for selected suppliers. Regular Supplier Ethical Data Exchange (SEDEX) Members Ethical Trade Audits (SMETA), conducted at all our own productions sites and including human and labor rights criteria, help to assess compliance with fair labor practices and ensure that we uphold high standards on human rights. We pay particular attention to the interviews conducted as part of SEDEX SMETA

[1] Includes freedom of association, freely chosen labor, living standards, and protection of the child.

[2] Significant suppliers are those identified through EcoVadis IQ Plus as having elevated human rights and environmental, social and governance risks based on criteria such as overall risk level, relevance to regulatory requirements (e.g. supply chain due diligence), and priority for action on issues like modern slavery. Further, the criteria of spend level and criticality are assessed in the selection process.

audits, as they serve as one of the channels through which our employees can raise concerns. If the audit findings identify any issues, corrective action plans help us to remediate these and establish mechanisms to prevent similar issues in the future. Furthermore, we have conducted human rights and environmental risk assessments to detect potential negative impacts within our own operations and among our suppliers. This process considers country, product, commodity, and sector-specific risks. It also identifies affected populations, rights holders, and vulnerable groups to ensure comprehensive risk management. We conducted a human rights risk assessment for our own operations based on data available in SEDEX, the SEDEX risk assessment scores and analysis tool, and validated with SEDEX audit findings. For our non-production sites, we have established a process to conduct regular human rights due diligence risk analysis using SEDEX SAQ. Through analyses and audits, such as SEDEX, we identified key areas and implemented targeted initiatives focusing on health, safety, wellbeing, and working hours within our operations.

Additionally, we conduct assessments of our global policies and performance, including labor and human rights, through EcoVadis. We conduct more in-depth assessments of significant suppliers at least every two years through self-assessments, external assessments or SEDEX and EcoVadis assessments, and our own on-site audits of high-risk suppliers. Together, these assessments support the evaluation of SIG's approach to addressing human rights issues.

We conducted a double materiality assessment in 2024 to identify material topics related to our workforce and SIG's value chain and reviewed it again in 2025. We strive to address and resolve identified risks or negative human rights impacts within our own operations and aim to minimize them in our supply chain. We engage with our suppliers to help them improve through corrective action plans. If a supplier fails to respond to our requests or shows no willingness to improve, we reserve the right to terminate our business relationship with them in accordance with our contracts.

Our assessment of human rights risks in the supply chain focused on identifying high-risk suppliers based on their country of operation. The findings are used to inform further risk assessment of raw material and equipment suppliers. This involves mapping suppliers against publicly available country and product risk data and conducting an in-depth assessment of selected suppliers using information from sources such as EcoVadis and SEDEX SMETA audits.

Affected rightsholders within the company can anonymously seek advice or file grievances through our SIG Integrity & Compliance Hotline (anonymous to the extent permissible under local law), their supervisors, line managers, or, depending on the topics addressed, directly through the Legal & Compliance or People & Culture departments. Reported issues received through these channels are subsequently investigated. Each case is handled systematically to address and resolve the issues raised and is concluded with an analysis and evaluation of potential root causes. SIG seeks to find solutions through an individual process tailored to the grievance reported and, where appropriate, together with the affected person. The hotline is available to all SIG Group employees and external stakeholders, such as investors, suppliers, customers, and other business partners looking to make a complaint concerning an employee or a supply chain partner of SIG.

SIG is aware that the systematic inclusion of both internal and external stakeholders and rightsholders throughout the due diligence process is crucial. We engage key internal stakeholders on an as-needed basis to address findings and will, in the context of further developing our human rights due diligence framework, evaluate the required steps to consider further stakeholders throughout our approach.

We have developed a roadmap setting out the various steps we are taking across the various responsible functions within the company. We track our progress on human rights due diligence, transparently communicate our approach and progress, and keep our stakeholders informed on our human right's due diligence efforts.

5.1.5 Specific responsibilities

Ensuring respect for human rights is an operational responsibility across our organization. We have assigned the topic of human rights specifically to the Chief People & Culture Officer. The steering committee members include our Chief People and Culture Officer, as well as senior leaders from key business functions. At an operational level,

we have established a task force to oversee the implementation of our human rights related activities across the organization. Our human rights taskforce includes functions such as Corporate Responsibility, People and Culture, Procurement (for materials and machine components), and Legal and Compliance. This ensures appropriate engagement with and oversight of human rights issues.

The responsibility for implementing our human rights commitment and due diligence approach lies with the local departments responsible for individual human rights issues. The mapping of human rights to our material and strategic ESG topics (see Annex 1: list of key human rights issues) reflects the responsibilities for individual human rights based on their allocation to the topics.

5.1.6 Reference to policies

Our approach to human rights and human rights due diligence described in this Policy is complemented by operational-level documents. The SIG Code of Conduct sets out the rules and values by which we operate, including specific responsibilities for upholding human rights. The SIG Supplier Code of Conduct, and our Responsible Sourcing Policy describe our expectations that our suppliers are equally as committed to upholding human rights. We commit ourselves to adhere to the principles set out in these documents alongside our overarching commitment to human rights included in this Policy.

5.2 Child and forced labor

5.2.1 Relevance

Victims of child and forced labor may suffer from detrimental effects to their mental and physical health, livelihoods, and development opportunities. As an international company, SIG recognizes its responsibility for safeguarding adults and children from exposure to harmful or hazardous conditions resulting from work performed within its facilities. Consequently, we place high value on respecting the human rights and fundamental freedoms of our people and relevant stakeholders in our operations and global value chains.

SIG conducts business globally and operates in more than 60 countries, some of which are characterized by weak institutional mechanisms that struggle to enforce human rights laws or regulations and are therefore particularly prone to risks associated with child and forced labor. While SIG's own operations are less exposed to these risks, we recognize that the greatest risk may be found in our global value chain activities. The severity of the associated impacts and their relevance to stakeholders make child and forced labor a central concern for us. Through our commitment, we contribute to safeguarding the bodily integrity of individuals and to creating a safer, more resilient, and more respectful business environment.

5.2.2 Overarching commitment

- We do not tolerate, engage in or support child and forced labor, including prison labor, slavery and any other form of labor that poses a threat to both adults and children.
- We are seeking to respect the principles on child and forced labor encompassed within the International Bill of Human Rights, the ILO core labor standards, and the Ethical Trading Initiative (ETI) Base Code, and the UN Global Compact.
- We are committed to identifying, preventing, mitigate, and addressing the risks of child and forced labor in our global value chains. We extend our commitment to respect the rights of relevant stakeholders influenced by our business activities, including our suppliers and their workers, as well as our local communities.
- We will strive to use our influence to enable remediation of adverse impacts resulting from child and forced labor and related to our activities together with relevant stakeholders.

5.2.3 Implementation approach

Our approach to child and forced labor is guided by the United Nations Guiding Principles on Business and Human Rights, and the relevant Organization for Economic Co-operation and Development (OECD) frameworks. In addition, SIG is a signatory of the United Nations Global Compact. SIG condemns child, forced and prison labor, slavery, and human trafficking, and any other form of labor that threatens the fundamental rights and bodily integrity of both adults and children. We have defined principles and requirements to meet our commitments and pursue our ambitions in this area in the SIG Code of Conduct and the SIG Supplier Code of Conduct. If any of these principles might be violated, employees can seek advice or raise concerns through their line managers, representatives of People & Culture, Legal & Compliance, or the SIG Integrity & Compliance Hotline. Anyone within or outside our business can raise concerns confidentially (and anonymously, where permitted by local legislation) via our 24-hour external ethics and compliance hotline.

We are regularly and systematically screening our suppliers for child labor risks, working with abstract country, product, and/or commodity risks. Any risks or impacts of child and forced labor in relationships involving SIG will be observed and addressed through adequate remediation mechanisms. Regular SEDEX SMETA audits of our business, along with assessments of our global policies and performance by EcoVadis, help us to evaluate our approach towards addressing child and forced labor.

Should indications of child and forced labor be alleged or found, we strive to address and resolve them within our own operations and aim to prevent or mitigate them in our supply chain. Corrective action plans help us to remediate these and establish mechanisms to prevent similar issues in the future. If a supplier fails to respond to our requests or shows no willingness to improve, we reserve the right to terminate our business relationship with them in accordance with our contracts. Any remedial action should be consistent with ILO standards and the latest best practice guidance.

5.2.4 Specific responsibilities

Our People & Culture department is responsible for the child and forced labor practices in our own operations. Our Global Sourcing and Procurement department and our Equipment Sourcing and Procurement team are responsible for child and forced labor practices in our supply chain. Concerns or complaints related to child and forced labor practices are reviewed and investigated by our Group Compliance Department, with the support of our People & Culture department, as appropriate.

5.2.5 Reference to policies

The principles and commitments on child and forced labor established in this Policy are complemented by operational level documents. The SIG Code of Conduct and the SIG Supplier Code of Conduct point out the ethical and legal principles relating to workers' rights and are expected to be adhered to by SIG, our employees, and suppliers.

Our approach to addressing actual and potential impacts of child and forced labor in our value chain activities is aligned with this Policy and outlined in more detail in the 'Responsible Suppliers' focus area within our Responsible Sourcing Policy.

5.3 Fair labor practices

5.3.1 Relevance

SIG takes responsibility for protecting employees at work and improving their working conditions very seriously. Through our commitment, we ensure that the rights of workers in our operations are protected, and we contribute to respecting the rights of workers across our global value chains. We are also convinced that our business benefits from meeting employees' needs for fair wages, working hours, and working conditions.

Upholding labor rights and providing fair working conditions are important aspects of respecting human rights, a topic of significant concern for us and our stakeholders. External stakeholders expect us to treat employees fairly and to support them so that they can reach their full potential. Moreover, implementing fair labor and business practices is essential to comply with regulations and, in doing so, maintain stakeholder trust.

Through our commitment to fair labor practices, we are fulfilling our responsibility as an employer and responding to our stakeholders' expectations to provide a safe, engaging, and motivating working environment for our employees.

5.3.2 Overarching commitment

- We are committed to fair working conditions and an inclusive, respectful environment where all employees can thrive. This means:
  - Fair work & human rights – Upholding fair pay, decent working conditions, and freedom of association & collective bargaining; strictly prohibiting discrimination, harassment, child labor, and modern slavery.
  - Diversity, equity & inclusion (DE&I) – Ensuring all colleagues are treated with dignity and respect, with inclusivity embedded in our culture.
  - Employee growth & engagement – Investing in training, mentoring, and career development while fostering open dialogue and recognition.
  - Health, safety & wellbeing – Embedding our *Take Care* culture to prevent incidents and promote holistic wellbeing.
  - Governance & ethics – Acting with integrity in line with our Code of Conduct, including anti-bribery, anti-corruption, and fair treatment of stakeholders.
- SIG conducts pay-gap analyses and living-wage testing to ensure fair and equal remuneration, reinforcing our commitment to living wages and supporting a diverse and inclusive workplace.
- We adhere to the labor standards encompassed within the International Bill of Human Rights, the ILO core labor standards, the ETI base code, and the UN Global Compact.
- We extend our commitment to contribute to the respect of the labor rights of relevant stakeholders influenced by our business activities, including our suppliers and their workers, as well as our local communities.

- We are committed to taking all reports or complaints of violations against labor standards or practices with seriousness and investigate all issues reported.

5.3.3 Targets

SIG's goals for fair labor practices are:

- Conduct SEDEX Members Ethical Trade Audits (SMETA) at all our production sites every two years.
- Cover 90% of employees with a pay equity and living wage analysis by 2027.
- Address and resolve all filed grievances in due time.
- Maintain mandatory annual code of conduct training to all employees.

5.3.4 Implementation approach

We have committed to the Ethical Trade Initiative (ETI) base code, which is focused on good labor practices. Our understanding of fair labor practices is based on the principles and requirements included in this code, informed by labor and human rights standards referenced in further generally accepted international frameworks, and supported by our operational level documents described below in the Reference to policies section.

SIG has defined the necessary requirements and implemented relevant measures to provide fair working conditions and improve the working lives of its employees. We strive to create a workplace and culture that can ensure the physical and mental integrity of everyone. Physical abuse or discipline, threats of physical abuse, sexual or other harassment, verbal abuse, or any form of intimidation are strictly prohibited. We also ensure that wages, benefits, and working hours are in accordance with national legal standards. Beyond this, we take industry standards into consideration when setting our remuneration practices. Work performed must be based on the recognized employment relationship established under national law and practice, to every extent possible. Further specifications on the obligations to employees under labor or social security laws and regulations arising from regular employment relationships are outlined in our Business Ethics Code. To ensure that our principles are embedded throughout SIG, we conduct regular audits. SIG is striving to foster an equal and diverse workplace. Therefore, a status quo assessment is conducted to initially understand where SIG operations stand regarding gender pay and living wage. We will use the findings to identify and implement any necessary remediation measures and to further develop and strengthen our fair pay approach across the Group.

SIG considers the measures outlined above as the minimum requirement in its approach to working conditions. We strive to establish a competitive and thriving working environment for our employees, where they can be motivated, grow, and excel. These issues form part of our approach to creating positive impacts for employees and are therefore outlined in the sections on employee engagement and retention, as well as on employee recognition and development within this Policy.

5.3.5 Specific responsibilities

Our People & Culture department is responsible for the working conditions in our own operations, while our EHS department is responsible for occupational health and safety. Our Global Sourcing and Procurement department and our Equipment Sourcing and Procurement team are responsible for fair labor practices in our supply chain. Concerns or complaints related to fair labor practices are reviewed and investigated by our Group Compliance Department, with the support of our People & Culture department, as appropriate.

5.3.6 Reference to policies

The principles and commitments on fair labor practices established in this Policy are supported by two key documents that set out the ethical and legal principles relating to workers' rights. The SIG Code of Conduct addresses the ethical and legal principles in general.

Our approach towards addressing actual and potential impacts of our activities related to working conditions at our suppliers' facilities is aligned with this Policy and outlined in more detail in our Responsible Sourcing Policy. Our minimum expectations on fair labor practices for our suppliers and supply chain are contained in the Supplier Code of Conduct.

SIG recognizes that a comprehensive approach to fair working conditions requires the provision of a safe and hygienic working environment. Due to its significance, we refer to this issue in our global Environment, Health, and Safety (EHS) Policy.

5.4 Diversity, equity and inclusion

5.4.1 Relevance

Creating a diverse workforce with equal opportunities for everyone has always been an important topic for SIG. By fostering a more inclusive culture, we strive to create positive impacts for our people and communities. We recognize that diversity and inclusion are essential to our success and innovation. We celebrate the strength that comes from diverse perspectives and inclusive workplaces, where everyone, regardless of background, feels valued, heard, and empowered.

For employees, diversity has been shown to increase engagement across all groups of people. For our increasingly diverse customers and consumer base, we need people in our teams who can think like our end consumers, understand the needs of different groups, and develop products relevant to them. A diverse workforce that is representative of the geographies where SIG does business enables us to excel in a variety of international and cultural environments. Our ability to leverage our employees' differences gives us the opportunity to deliver innovative solutions. Additionally, discussions in diverse teams are enriched by different perspectives, new ideas and contrary points of view, which lead to greater creativity and better outcomes, resulting in more innovation.

Therefore, we strongly believe that empowering people with different abilities helps us to add to SIG's value and success, improve the lives of our employees, and make a significant contribution to society. Moreover, investors and other stakeholders increasingly expect companies to demonstrate a strong commitment to diversity.

5.4.2 Overarching commitment

- We are committed to providing an inclusive working environment for all employees, free from bias and discrimination.
- We value diverse perspectives and aim to build a workforce that reflects the communities we serve, strengthening our organization through a variety of perspectives and experiences.
- We are committed to fostering an environment of psychological safety, where everyone feels safe, valued, treated fairly, and empowered to express ideas, raise concerns, and learn from mistakes without fear of judgment or retaliation.
- We implement targeted actions to prevent discrimination in recruitment, professional development, and promotion, ensuring equal opportunities for all employees based on skills, qualifications, and performance.
- We do not tolerate discrimination of employees or suppliers' workers on the basis of race, religion, national origin, political affiliation, gender, sexual orientation, disability, age, or any other relevant category.
- We are committed to providing fair opportunities for professional growth and leadership development for all employees by identifying and removing barriers that might prevent individuals from advancing based on their skills and performance and promote balanced representation at all levels, including management and the board.

5.4.3 Target

SIG's goal for inclusion is to maintain survey score[3] linked to inclusive environment above industry benchmark.

5.4.4 Implementation approach

We aim to build a workforce that reflects the communities we serve and strengthens our organization through a variety of perspectives and experiences. This includes sourcing strategies across multiple talent channels, leadership development programs, and equal opportunity policies that attract, retain, and support employees from all backgrounds.

We are committed to providing a workplace free from discrimination and bias. Employment decisions — including hiring, compensation, access to training, promotion, and termination — are based solely on skills, qualifications, and performance, without regard to race, religion, national origin, political affiliation, gender, sexual orientation, disability, age, or any other relevant characteristic.

Actions to ensure equal opportunities and prevent discrimination in professional development, promotion, and recruitment include:

- A written Equal Opportunity & Anti-Discrimination Policy covering access to training, stretch assignments, career development, promotions, and recruitment, reviewed annually.
- Transparent job architecture and clear criteria for roles, competencies, and promotions.
- Standardized nomination and selection processes for training, mentoring, coaching, and high-visibility projects using objective criteria; rationales are documented.
- Structured mentoring and sponsorship programs with transparent matching rules; outcomes are audited (e.g., retention, promotion rates).
- Reasonable accommodation and flexible formats (timing, accessibility, language) to ensure practical accessibility.
- Diverse promotion, succession, and recruitment selection panels, ensuring balanced perspectives and fairness in decision-making.
- Mandatory "Select the Best" training for all hiring managers, covering recruitment best practices, candidate assessment, unconscious bias, and lawful decision-making, with refresher sessions every two years.
- Regular sessions for recruiters on recognizing and interrupting unconscious bias, enhancing objectivity, and strengthening equal opportunity.
- Guidance and coaching for employees on preparing for promotions, reducing informational barriers.
- Monitoring promotion rates, time-to-promotion, and access to training and mentoring by function, level, and protected characteristics (where lawful).

SIG implements initiatives to foster an inclusive culture, support employee development, and strengthen psychological safety. Recruitment and hiring practices use standardized interview questions, diverse panels where possible, and training for recruiters and hiring managers on unconscious bias. Our global Reverse Mentoring Program pairs senior leaders with junior colleagues to promote personal and professional growth while bridging generational and experiential gaps. The SipConnect program randomly pairs employees for informal conversations to foster connections, collaboration, and a stronger sense of community.

We continue to review pay practices in line with our five-year equal pay roadmap, including gender pay gap analyses and living wage assessments, using findings to strengthen fair and transparent pay across the Group. Global and local initiatives celebrate diversity and inclusion on key international days highlighting topics such as allyship, wellbeing, and psychological safety.

[3] Industry benchmark defined as norms for manufacturing companies participating in the Willis Towers Watson employee survey.

Our global people development programs supports employees in developing leadership skills, gaining visibility, and expanding professional networks. Flexible working policies are in place to enable employees to balance professional and personal responsibilities, fostering inclusive participation in leadership and development opportunities. Employee resource groups further support connections among colleagues with shared experiences, strengthening networks, and engagement across the organization.

We continuously monitor and evaluate our diversity and inclusion efforts to ensure progress and guide future initiatives. Employee perceptions of DE&I are measured through our global engagement survey, with insights used to identify areas for improvement and develop targeted measures that strengthen inclusion, fairness, and professional growth across SIG.

SIG is committed to continuously fostering an inclusive and diverse workplace where all employees can thrive, integrating ongoing engagement, leadership accountability, targeted development opportunities, and anti-discrimination measures.

5.4.5 Specific responsibilities

The People & Culture function is responsible for managing our approach and delivering our goals in diversity, equity, and inclusion. Depending on the measure, the Group People & Culture team cascades responsibilities to local People & Culture departments.

5.4.6 Reference to policies

The principles and commitments on diversity, equity, and inclusion outlined in this Policy are complemented by further operational level documents. The SIG Code of Conduct, and accompanying training, address various aspects of human rights aspects relevant to SIG's operations and includes a strict prohibition of discrimination on any grounds. In addition, an Equal Opportunity & Anti-Discrimination Policy - covering access to training, stretch assignments, career development, promotions, and recruitment - is in place.

5.5 Employee relation and communication

5.5.1 Relevance

Establishing good relationships with our employees, based on mutual respect, trust, and constructive dialogue, is essential for SIG and is reflected in our workplace culture. We believe that open and honest communication between all levels can enhance employee satisfaction and support them in being more ambitious, productive, and motivated for the work they do.

Likewise, our employees attach great importance to meaningful communication with management, and they expect senior leadership to explain the company goals and strategy, to listen to employees' inputs and to consider their concerns and needs in the definition of workplace policies.

We recognize our responsibility to provide our employees with the necessary channels and processes to voice their grievances and concerns. Considering the importance of satisfied and motivated employees for the business success of SIG, it is crucial for us to ensure a continuous dialogue with employees, to understand their expectations, to endeavor to satisfy their needs and to create trustful relationships. High employee satisfaction helps SIG to recruit and retain the best people and maintain a productive workforce.

5.5.2 Overarching commitment

- SIG strives to create an engaging and energizing work environment for our employees, where they feel their ideas, needs and concerns are heard and valued.

- We are committed to ensuring a culture of psychological safety, open dialogue, and non-retaliation, where employees can speak up without fear of negative consequences.
- We are committed to respecting and protecting the rights to freedom of association and to collective bargaining of our employees.
- We extend our commitment to relevant stakeholders influenced by our business activities, including our suppliers and their workers.
- Beyond this, SIG is supporting an open feedback culture between employees at all hierarchical levels.

5.5.3 Targets

SIG's goals for employee relation and communication are:

- Ensure that all employees are informed about formal and informal communication channels.
- Resolve all grievances and conflicts related to employee relation and communication in an appropriate manner and timeframe.
- Increase % of employees who feel SIG has responded to their feedback based on the last survey.

5.5.4 Implementation approach

SIG's approach to employee relations and communication consists of the following elements: 1) direct communication and feedback between employees and line managers, 2) employee surveys and communication between senior management and employees, including dialogue and feedback forums with the executive management team, 3) dialogue and negotiations with trade unions and employee representatives with employees and 4) offering appropriate channels to report grievances and fair processes to handle them.

We foster direct communication and feedback between employees and line managers through a culture of esteem, fairness, trust, and transparency, as well as through structured feedback and appraisal meetings (see Employee recognition and development within this Policy for further information). To enable direct communication between senior management and employees, we hold regular town halls. We update the organization on business performance, latest financial results, strategy deployment and highlights along the key dimensions of our corporate compass, the Group strategy, globally relevant organizational changes, and other globally relevant events and initiatives. Special town halls are held on an ad-hoc basis for major events relevant to all employees globally. Our town halls always include question-and-answer sessions to give employees the opportunity to directly address their questions and concerns to management.

We also foster direct communication through our SIGer app, which is used to share corporate news, People & Culture updates, and regional news.

As part of our approach to dialogue and negotiations on labor relations, we respect and protect the rights of freedom of association and collective bargaining as defined in the International Bill of Human Rights, the ILO core labor standards, the ETI Base Code, and the UN Global Compact. Where employees decide to engage in the activities of trade unions and their organizational activities, SIG will adopt an open attitude. In situations where these rights are restricted, we respect the workers' right to freely elect their own representatives. A significant proportion of our employees are already covered by collective labor agreements, and, in Europe, many are represented by work councils.

It is important to us that employees can ask questions, and report concerns and violations without fear of retaliatory measures. Therefore, we encourage our employees to report any concerns or violations through any available channel including their supervisor and manager, representatives of People & Culture, Group Compliance or through our SIG Integrity & Compliance hotline which allows them to report anonymously (to the extent permissible under local law). We investigate all reported concerns and take disciplinary action as appropriate to address violations. Disciplinary action can include, but is not limited to, an impact on the applicable individual's record or remuneration, suspension or termination of employment.

5.5.5 Specific responsibilities

Employee relations and communication is under the oversight of our People & Culture function, supported by the Group communication department.

5.5.6 Reference to policies

Our People & Culture framework guides all our activities with regards to employees. It provides all those responsible for human resources with information on compliance, personnel planning, recruitment, compensation, and personnel development, among other areas.

5.6 Employee engagement and retention

5.6.1 Relevance

As an employer, SIG directly impacts the lives of over 9,000 employees globally through the work environment it creates. Our success depends on the sustainable engagement level of our employees, enabling them to perform, innovate, and continuously improve to deliver success for our customers and shape the future of SIG.

Highly engaged employees feel committed by a strong sense of attachment to SIG and its vision, purpose, goals, tasks, and action. They also feel enabled through a work environment and learning experiences that support productivity and performance. Moreover, highly engaged employees are energized by their individual physical, mental, and social well-being at work.

It is SIG's belief that only by fostering employees' engagement can we create sustainability in our teams and our business success. Cultivating a culture that enables employees to strongly identify with the SIG brand, as well as building their understanding of an enabling organization and team environment, allows SIG to attract talented employees, retain them, and maintain a productive workforce.

5.6.2 Overarching commitment

- We are committed to creating an engaging, enabling, and energizing work environment for our employees that allows them to identify with what they do, be successful in their work, and feel related to the company they work for.
- While intending to maintain a high level of employee engagement, we acknowledge the necessity to offer our employees a satisfying life domain balance.

5.6.3 Target

SIG's goal for employee satisfaction and retention is to achieve engagement score above industry benchmark.

5.6.4 Implementation approach

SIG's approach towards employee engagement and retention is centered around creating a culture of collaboration, empowerment, and psychological safety. We foster engagement by reflecting on our values, principles, and purpose, and by providing employees with opportunities to contribute, share ideas, and influence decisions.

A collaborative environment requires integrating employees into decision-making, listening to them, and understanding their needs, concerns, and aspirations. Feedback is central to our culture. We conduct an annual employee engagement survey, complemented by team-level "results-to-action" workshops that identify improvements and guide both local and broader cultural initiatives. Leaders are expected to actively close the feedback loop by translating survey results into team-level plans, communicating progress transparently, and fostering an

environment of psychological safety where team members feel empowered to share ideas, raise concerns, and contribute to continuous improvement.

Employee networks provide additional opportunities for employees to engage globally, build collaborative networks, and exchange knowledge. We place high value on personal and professional development. Leadership at SIG is supported to develop transformational leadership styles that empower employees, foster inspiration, intellectual challenge, and individual support, and enable employees to reach their full potential. Psychological safety is emphasized at all levels, ensuring leaders and teams can share ideas, take risks, and learn from mistakes without fear of negative consequences. To support employee wellbeing and motivation, SIG offers a range of benefits and flexible work arrangements, adapted to regional, legal, and cultural contexts. These include health and life insurance, retirement benefits, part-time positions, flexible working hours, remote work options, parental leave, and childcare services or allowances in select regions. For example:

- In Switzerland, a childcare facility is available for employees at a reduced fee.
- In Switzerland and the Netherlands, working mothers receive full salary for 16 weeks of maternity leave.
- In Brazil, the United States, Thailand, and India, paid maternity leave exceeds local legal requirements.

Flexible working arrangements continue to expand, supporting work-life balance and fostering an inclusive environment for all employees (see Diversity, equity, and inclusion in this Policy).

5.6.5 Specific responsibilities

The Group People & Culture team is responsible for managing our approach and delivering our goals around employee engagement and retention. Our global Learning & Talent Development team will help to drive progress. Depending on the measure, the Group People & Culture team cascades responsibilities to local People & Culture departments. In addition, our CEO is the sponsor for employee engagement.

5.6.6 Reference to policies

SIG recognizes that a comprehensive approach to employee engagement requires consideration of their health and wellbeing. Due to its significance, we address our concern for employees' health and wellbeing in our focus area of Health & Safety within our global Environment, Health, and Safety (EHS) Policy.

5.7 Employee recognition and development

5.7.1 Relevance

Recognizing performance and potential, and supporting the professional development of our employees, is essential for both our employees and the SIG Group as a whole. Our employees expect meaningful development opportunities, continuous improvement, and responsible action from us. Feedback from our workforce has shown that we must continue strengthening our focus on recognition — ensuring that good performance, initiatives, and contributions are acknowledged and celebrated.

A key driver of SIG's culture is the development of exceptional people who can leverage their full potential and master the challenges of our business. We seek individuals with diverse talent, who believe in their capabilities, embrace challenges as they succeed, and look ahead to what's next to bring food products to consumers around the world in a safe, sustainable and affordable way.

We believe that hiring for potential, nurturing individual talent, and sustaining our organizational capabilities is our enabling force for future success. To reach our strategic goals, it is crucial to meet our employees' expectations, to foster employee development, and attract new talent. By providing engaging career paths, fair and transparent reward systems, and targeted learning and development initiatives, we create long-term value for our employees, our company, and the communities in which we operate.

5.7.2 Overarching commitment

- We empower growth through transformational leadership. Our commitment is to guide employees through inspirational leadership and cultivate an environment where everyone is encouraged to take ownership of their development — by expressing career aspirations, pursuing ambitious personal goals, and taking calculated risks supported by clear guidance and encouragement.
- We recognize and reward contributions. We are dedicated to creating a workplace where all employees are valued for their work, rewarded fairly, and provided with equal opportunities for career advancement and development. We strengthen development through feedback.
- We continuously expand the number, methods, and quality of feedback and appraisal opportunities to drive engagement, personal growth, and improved performance across all levels of the organization.
- We invest in learning to lead the industry**.** Through sustained investments in training and development, we aim to set a benchmark for excellence in our field. We strive to be recognized both internally and externally as an attractive employer — one that inspires and attracts exceptional talent.

5.7.3 Targets

SIG goals for employee recognition and development are:

- Minimum one feedback and appraisal session per employee per year.
- Achieve and maintain an average of at least 30 training hours per employee per year.
- Increase internal hire rate to 50% by 2030.

5.7.4 Implementation approach

SIG's approach to employee recognition and development is based on two key pillars: continuous feedback and appraisal, and performance and talent development.

All employees are entitled to receive structured feedback on their performance at least twice a year. These conversations help employees reflect on their progress, align expectations with their leaders, and identify targeted measures to strengthen their individual success. Feedback outcomes serve as the foundation for both reward decisions and individual development planning, ensuring that performance and potential are recognized and nurtured consistently across the organization.

As part of our commitment to strengthen feedback culture and leadership effectiveness, SIG has introduced a 360-degree feedback process. This tool enables leaders and employees to receive comprehensive insights from colleagues, direct reports, and managers, supporting self-awareness, professional growth, and the continuous development of a psychologically safe and high-performing culture.

Our reward and recognition system builds on a transparent global grading framework that ensures fairness and internal equity. Benchmarking against peer companies helps us maintain competitive compensation practices. To further align employee and shareholder interests, SIG continues to explore opportunities for broader employee participation through share-based programs.

Recognizing that appreciation drives engagement, SIG celebrates outstanding contributions through the Shine Awards, honoring individuals and teams who demonstrate excellence, innovation, and leadership. Award categories span across key business areas — from leadership and customer collaboration to sustainability, operational performance, and creative ideas — reflecting our belief that every role contributes to our shared success.

In addition to recognition, we place a strong emphasis on employee learning and development. All SIG employees can shape their personal development through regular discussions with their managers and access to a broad portfolio of learning opportunities — including internal and external training, mentoring, coaching, and on-the-job experiences captured in individual development plans.

To support fair professional development and promotion opportunities, SIG implements the actions outlined in 5.4.4. In addition, we provide a variety of global and regional learning resources:

- Over 50 e-learning modules available through the SIG Academy, covering business-critical topics.
- On-demand learning via platforms such as Bookboon and Speexx.
- Global and regional programs focused on communication, storytelling, and commercial excellence to strengthen core competencies.
- Leadership development programs — including the New Leaders Program, Leadership Accelerator, and Transformational Leadership Program — designed to build strategic, change, and people leadership capabilities.
- Mentoring and coaching programs, including our global Reverse Mentoring initiative, providing cross-functional learning, senior sponsorship, and networking opportunities.
- Talent engagement initiatives, such as informal Talent Coffee Breaks with senior leaders and targeted upskill sessions that connect employees globally and support continuous growth.

Our talent and succession management framework enables the identification, development, and retention of high-potential employees across all functions and levels. Structured development paths and leadership programs are designed to address current and future organizational needs, ensuring that we have a strong and diverse pipeline for critical roles.

Through these combined efforts, SIG aims to foster a culture of growth, recognition, psychological safety, and fairness — where employees are encouraged to take initiative, learn from experience, and feel valued for their contributions.

5.7.5 Specific responsibilities

The Group People & Culture team is responsible for managing our approach and delivering our goals around employee recognition and development. Depending on the measure, the Group People & Culture team cascades responsibilities to local People & Culture departments.

5.7.6 Reference to policies

Our People & Culture framework guides all our activities with regards to employees. It provides all those responsible for human resources with information on compliance, personnel planning, recruitment, compensation, personnel development, and succession management, among other areas. Our Internal Candidate Mobility Guideline outlines the principles and processes that ensure transparent access to internal job opportunities, support fair and proactive internal mobility, and facilitate career growth for employees across SIG.

6 Topics: Community Engagement

6.7.1 Relevance

Community engagement is central to SIG's sustainability approach. As a company and human beings, supporting communities and society is our responsibility. Our dedication to communities is also driven by the belief that our work can make a real difference for society. Through our engagement programs, we are enhancing our positive social and environmental impacts in communities. The Future+ Ambassador's network, as well as the SIG Foundation, are driving community engagement programs and initiatives that raise awareness and involve employees and communities in contributing to the creation of a positive future, while supporting SIG's sustainability strategy. SIG

is leading the industry with an innovative model that has the potential to deliver disruptive change and strengthen our contribution to the Sustainable Development Goals (SDGs).

Support for local communities is just one of the ways we have a positive impact on people's lives. Delivering societal benefits is inherent in SIG' purpose to partner with our customers to bring food products to consumers around the world in a safe, sustainable, and affordable way.

Being a responsible and inclusive partner in communities means supporting the people around our operations, vulnerable and local communities in need, and those connected to our value chain. It also includes individuals who benefit from our collection and recycling initiatives, as well as everyone positively impacted by our sustainability initiatives.

By doing so, we not only create meaningful impact, but also strengthen our business, unlock new opportunities, and build trust as an employer and partner of choice — leaving the world better for future generations.

6.7.2 Overarching commitment

We are committed to engaging and supporting our communities to deliver positive impacts for people and the environment.

6.7.3 Implementation approach

Our support for local communities is channeled through our engagement program. We focus on projects that meet the needs of local stakeholders, harness the skills of our people, and have a positive impact on communities. Each local team has an allocated budget each year to run community projects. The Future+ Ambassadors Network is led by a network of local Ambassadors, who run various activities to raise awareness of responsibility topics and involve employees and communities. Together with local action groups, they drive progress by running global engagement days or campaigns each year, to encourage people to volunteer their time to projects that share a common theme across the company, engaging employees on key sustainability topics. This structure empowers SIG employees to lead community initiatives that address local needs and environmental priorities, supported by dedicated volunteers. It strengthens their pride and sense of contribution by placing ownership of initiatives in their hands and maintaining a community engagement program that prioritizes significant goals and long-term impact. Through our 'Volunteering for Better' initiative, SIG also empowers employees to lead community-focused projects that create tangible social impact.

Further, SIG channels support through the SIG Foundation, whose purpose is to identify, drive and promote activities and projects that strengthen civil society and create positive impacts for the environment. As part of SIG's commitment, we partner with stakeholders to support collection and recycling of beverage cartons. Furthermore, we engage with communities through family days and open days at our sites.

We have developed a methodology for measuring the impact of our community programs, based on an assessment by the employees and communities involved. It considers contributions to the SDGs, the beneficiaries of the project, and the type of impact it has, such as improving education or supporting recycling. This tool allows SIG to consistently measure and track the overall impact of their community engagement programs worldwide.

We aim to amplify our impact through our SIG Foundation, with a focus on flagship projects such as Cartons for Good, Recycle for Good, as through our Future+ Ambassadors Network, fostering local initiatives that align with broader community goals. This approach enables Ambassadors and local action groups to respond to the needs of their communities and deliver impactful outcomes.

Cartons for Good, launched in 2018, is an ambitious initiative that applies our technology and expertise to help communities reduce food loss, support farmers' livelihoods, and promote children's nutrition and education. Through this flagship project, we are exploring new models with the potential to support global SDGs through our packaging solutions, expertise, and partnerships. Surplus food crops that would otherwise be lost are processed and packed. SIG further fosters partnership with key industry stakeholders, such as recyclers, to create a closed

loop of sustainable impact to local communities. The Recycle for Good initiative, led by the SIG Foundation, seeks to change behavior by encouraging people to drop off their recyclable waste at collection points or arrange for home pickup, promoting the circular economy while also provide social support for low-income people by offering rewards in exchange.

Our wider regenerative packaging commitments also strengthen communities — from restoring ecosystems and advancing circularity, to improving access to safe, sustainable nutrition through the SIG Incubator and MISTA programs and positively influencing our waste and recycling partners. Our Responsible Sourcing Directives further protect communities across our supply chain. Additionally, SIG's partnership with WWF goes beyond protecting, improved management and forest landscape restoration—it helps safeguard the lives and livelihoods of communities who depend on them.

6.7.4 Specific responsibilities

Our **sustainability approach** engagement program is run by local action groups of employee volunteers, led by our network of Ambassadors. This network acts as a bridge between SIG's strategic objectives and employees' community initiatives, enhancing the impact of the Future+ Network and advancing community engagement at SIG.

Within our SIG Foundation, the supreme body is the board of trustees, which is comprised of members of our GEB and senior management. It is responsible for advising and passing resolutions concerning all significant Foundation matters.

7 Changes to this Policy

The global Human Rights, Labor and Community Engagement Policy will be regularly reviewed by the respective policy owner. Any changes or updates will be communicated.

Annex 1: list of key human rights issues

SIG is committed to respecting the human rights of our employees, supply chain partners along our global value chain, local communities in our operating and sourcing regions, distributors, customers, consumers, other business partners and external stakeholders. While our commitment to respecting human rights encompasses all internationally recognized human rights, we focus our efforts on those issues which are more closely linked to our activities.

The following table provides an overview of where, within our strategic and material ESG topics, we address and manage key human rights issues at SIG.

Human rights issue	Human right	ESG policies	ESG topic
Health, safety & wellbeing	Right to life Right to health	Environment, Health, and Safety Policy	Workplace safety Chemical safety Employee health and well-being
		Product Safety and Quality Policy	Product safety and quality Product liability Health and nutrition
		Human Rights, Labor, and Community Engagement Policy	Employee engagement and retention
		Responsible Sourcing Policy	Responsible suppliers
Modern slavery	Right not to be subjected to slavery, servitude or forced labor Right of detained persons to human treatment	Human Rights, Labor, and Community Engagement Policy	Child and forced labor Fair labor practices
		Responsible Sourcing Policy	Responsible suppliers
Discrimination & harassment	Right not to be subjected to torture, cruel, inhuman and/or degrading treatment or punishment Right to equality before the law, equal protection of the law, and rights of non-discrimination	Human Rights, Labor, and Community Engagement Policy	Fair labor practices Diversity, equity, and inclusion
		Responsible Sourcing Policy	Responsible suppliers
Child rights	Rights of protection for the child	Human Rights, Labor, and Community Engagement Policy	Child and forced labor

		Responsible Sourcing Policy	Responsible suppliers
Liberty and security of the person	Right to liberty and security of the person	Human Rights, Labor, and Community Engagement Policy	Fair labor practices Child and forced labor
		Responsible Sourcing Policy	Responsible suppliers
Fair labor conditions	Right to work Right to enjoy just and favorable working conditions including fair wages and working hours	Human Rights, Labor, and Community Engagement Policy	Fair labor practices
		Responsible Sourcing Policy	Responsible suppliers
Freedom of thought & expression	Rights to freedom of thought, conscience, and religion Rights to freedom of opinion and expression	Human Rights, Labor, and Community Engagement Policy	Fair labor practices Diversity, equity, and inclusion Employee relation and communication
Freedom of association	Right to freedom of assembly	Human Rights, Labor, and Community Engagement Policy	Fair labor practices Diversity, equity, and inclusion Employee relation and communication