

# cicor



## **NON-DISCRIMINATION & ANTI-HARASSMENT STATEMENT**

Cicor Technologies Ltd. and affiliated companies

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# Non-Discrimination and Anti-Harassment at Cicor

Cicor Technologies Ltd. and its affiliated companies (hereinafter named as "Cicor") has signed this statement to demonstrate its commitment to prevent any form of discrimination and harassment. This includes but is not limited to the standards of the International Labor Organization (ILO) relevant legislation on other jurisdictions we operate. Non-compliance may be subject to disciplinary action, up to including termination of an employment or a contract.

As part of our Compliance & sustainability program policies and guidelines are in place to detect, prevent and mitigate the risk of discrimination and harassment. Awareness and compliance with the standards are mandatory for all our business partners, employees, contractors and other stakeholders. Our Cicor standard sets out expectations on our people and those working on our behalf to prevent from any form of discrimination and harassment.

At Cicor we believe that a respectful, professional conduct furthers the Company's mission, promotes productivity, minimize disputes, and enhances our reputation. We expect every employee to show respect for all our colleagues, customers, suppliers and other stakeholders. Harassment by co-workers, supervisors or any third party is a form of misconduct that destroys our work environment and undermines the integrity of the employment relationship. The company is committed to provide a work environment that is free of unlawful discrimination, including harassment, that is based on any legally protected status. Cicor will not tolerate any form of discrimination or harassment that violates this policy.

## Non-Discrimination

At Cicor we do not discriminate in employment opportunities or practices on the basis of race, color, religion, disability, national origin, genetic information, sex (including pregnancy), age, sexual orientation, gender (including gender identity and expression, marital status, citizenship, or any other characteristic protected by applicable law.

Our policy of non-discrimination in employment applies to recruitment, hiring, compensation, promotions, transfers, discipline, terminations, demotions, layoffs, access to benefits and training and all other aspects of employment.

Questions or concerns about any type of discrimination in the workplace or as part of a business relationship with our company can be brought forward to our Human Resources department, our Cicor Compliance department or anonymously via our Cicor Integrity Line. Reporting of concerns or incidents can be conducted without fear of retaliation. Engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment or contracts.

# Harassment Prohibited

As a company we are committed to provide a safe and pleasant work environment where everyone is treated with fairness and respect. It is against our company's policy to verbally or physically harass or discriminate against an other person on the basis of race, color, religion, disability, national origin, genetic information, sex (including pregnancy), age, sexual orientation, gender (including gender identity and expression, marital status, citizenship, or any other characteristic protected by applicable law.

Harassment of employees in the Cicor workplace by any third party will not be tolerated either. Any person who violates the company policy against harassment will be subject to corrective action, up to and including termination of a business contract or employee contract.

The conduct prohibited by this policy, whether verbal, physical, or visual, includes any discriminatory employment action and any welcome or unwelcome conduct that is inflicted on someone because of that individual's protected status.

Among the types of conduct prohibited by this policy are offensive epithets, slurs, offensive sexual oriented jokes, negative stereotyping, intimidating acts, and the circulation or posting of written or graphic materials that show hostility toward individuals because of their protected status. The company prohibits that conduct in the workplace, even if the conduct is not sufficiently severe or pervasive to constitute unlawful harassment.

## Sexual harassment

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct where:

- Submission to such conduct is either an explicit or implicit condition of employment.
- Submission to, or rejection of, such conduct is used as the basis for employment decisions affecting the person involved
- Such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment.

This policy forbids harassment based on gender regardless of whether the offensive conduct is sexual in nature and regardless of whether it rises to the level of a legal violation. Any unwelcome conduct based on gender is also forbidden by this policy regardless of whether the individual engaged in harassment and the individual being harassed are of the same or are of different genders. Examples of gender-based harassment forbidden by this policy include

1. sex-oriented verbal kidding, teasing or jokes;
2. repeated unwanted sexual flirtations, advances or propositions;
3. verbal abuse of a sexual nature;
4. graphic or degrading comments about an individual's appearance or sexual activity;
5. offensive visual conduct, including leering, making sexual gestures, the display of offensive sexually suggestive objects or pictures, cartoons or posters;
6. unwelcome pressure for sexual activity;
7. offensively suggestive or obscene letters, notes or invitations; or
8. offensive physical contact such as patting, grabbing, pinching, or brushing against another's body.

## Governance and corrective actions

At the most basic level, we operationalize our non-discrimination and anti-harassment obligations through our Code of Conduct, supported by a comprehensive communication and training program. More broadly, our ambition is to expand this training into more specialized programs and initiatives that seek to drive heightened awareness and capability regarding discrimination and harassment.

**Grievances and remediation:** Any concerns arising within our business can be raised via the Integrity Line. The Integrity Line provides our employees, suppliers, customers and other stakeholders of the Company the option to confidentially report such concerns without fear of retaliation. We are committed to ensuring that all reports are appropriately heard, investigated and remediated as required.

**Governance and monitoring:** Ultimate responsibility for this statement sits with the Cicor Group Compliance department. Cicor Group Compliance regularly update and monitor our commitment to acknowledge and uphold standards. Policies, guidelines and standards including those covering non-discrimination and anti-harassment standards are approved by the Cicor Group Management Team. Our commitments are global and apply throughout our value chain. Policies and procedures are binding on all Cicor associates. Our key documents governing non-discrimination and anti-harassment include but are not limited to:

- Cicor Employee Code of Conduct which sets out our overall global commitment to conduct business in an ethical manner including non-discrimination and anti-harassment standards
- Cicor Business Partner Code of Conduct which requires our business partners with whom we engage to adhere to our non-discrimination and anti-harassment standards and strongly encourage them to fully embed prevention of any form of discrimination and harassment in their organisation.

Several other guidelines are relevant to our non-discrimination and anti-harassment standards shared in our Cicor Compliance & Sustainability program. We review and integrate non-discrimination and anti-harassment approaches into the management systems governing relevant parts of our business.

## Approval

The Cicor Group Management Boards has approved this statement. This statement will be reviewed every two years and revised, if necessary, to continue to ensure its relevance in the course of time

## Disclosure

We communicate and report on our approach as part of our annual report shared on our website including key issues raised and actions taken. Our disclosures are reviewed as part of the assurance process of our annual reporting.

Bronschhofen, dated December 3rd, 2024

**For Cicor Group and its affiliated companies**

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