



# Human Rights Policy of the mobilezone Group

## SCOPE

This policy is in line with the business principles of the mobilezone Group. It applies to the Group and Executive Board and all employees, as well as to suppliers and business partners.

mobilezone respects human rights within its operations and beyond. As part of its corporate responsibility, the company is committed to upholding human rights within its supply chain. Therefore, mobilezone is guided by the principles set out below.

## Compliance with laws and regulations

mobilezone expects the company's management and employees to comply with its laws, rules and regulations, as well as its suppliers and business partners. Specifically, it refers to the Swiss Federal Constitution, the UN Global Compact, the OECD Guidelines for Multinational Enterprises and the Declaration on Fundamental Principles and Rights at Work of the International Labour Organization (ILO).

## Processes and procedures for detection and avoidance

To exercise its due diligence, mobilezone has established processes and procedures to detect and prevent human rights violations in its supply chain at an early stage. mobilezone encourages employees, customers and partners/suppliers to report violations or suspected violations of human rights via the anonymous reporting platform <https://report.whistleb.com/de/mobilezone> or by e-mail to [ethik@mobilezone.ch](mailto:ethik@mobilezone.ch) or to address ethical concerns.

## Prevention and rectification of violations

If mobilezone detects violations of human rights, it takes corrective action. mobilezone has the appropriate means and procedures to respond appropriately to violations of human rights.

## Transparent approach

mobilezone is transparent in its approach to the topic of human rights. Disclosures are made in accordance with applicable reporting requirements and standards.

## Area of responsibility

Questions relating to the Human Rights Guidelines can be sent to [ethik@mobilezone.ch](mailto:ethik@mobilezone.ch). Responsibility for the Human Rights Guidelines rests with the Sustainability Team, led by the Group CFO of mobilezone.


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## Validity

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This policy was approved by the Board of Directors on 14 August 2024 and will enter into force on 14 August 2024. It will remain valid until further notice and will be reviewed at regular intervals and updated as necessary in order to adapt it to changes in business processes or regulatory requirements.

Rotkreuz, 14 August 2024

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