

SWISSPEARL

Swisspearl Group UK Modern Slavery Statement



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Introduction

This statement has been published in accordance with §54 of the 2015 UK Modern Slavery Act. The statement is an overview of the policies and processes that Swisspearl Group AG has established to ensure that modern slavery and human trafficking is not taking place within our business and our supply chain.

At Swisspearl we recognise our responsibility in respect to international human and labor rights, including abolition of modern slavery and human trafficking. We strive to promote a working environment characterised by respect, fairness, equality, and where fundamental employee rights are protected and promoted. Further, we want to uphold our reputation as a company with a high level of integrity and trustworthiness, and to deliver a fair, respectable, equal and safe Swisspearl for all our stakeholders.

Organisation and supply chain

Swisspearl is a leading manufacturer and supplier of fiber-cement-based building materials. The heart of the success of our products began as early as 1894 in Vöcklabruck, Austria. There, where fiber-cement was invented by Ludwig Hatschek. Today our products for building envelope cover façade, roofing, sub-construction and interior applications. In addition we have a range of garden products.

The Swisspearl Group AG headquarters are in Switzerland. The Group is active across Europe with 9 factories and 15 sales offices. Raw materials to the factories are sourced via a global supply network. Swisspearl accesses the global markets through logistics set up that includes direct deliveries from factories as well as distribution via our market warehouses in several European countries.

As a leading pan-European manufacturer and distributor of fiber-cement based products, we work with partners and suppliers who operate in various legal and cultural contexts throughout the world. However, we always strive to find and work with partners who conduct themselves in ways consistent with our own values and standards.

Our policies related to Modern Slavery

Our human rights approach takes its point of departure from the International Bill of Human Rights and the International Labour Organisation's (ILO) eight core Conventions, including the Declaration on Fundamental Principles and Rights at Work. Consequently, we have the following internal policies, codes of conduct and systems in place reflecting our commitment to respect human rights and combat modern slavery in all parts of our business. All of the following policies, codes and systems are available to all staff in Swisspearl website and/or our intranet. The relevant policies supporting this statement are:

- Code of Conduct
- Supplier Code of Conduct
- Human Rights Policy

- Whistleblowing Policy

We respect and promote all human rights, but we also devote special attention to areas of our business, where we are in danger of having an adverse impact on human rights. To that end, we are committed to conduct our business in alignment with the UN Guiding Principles on Business and Human Rights. This means that we are committed to continuously work on:

- Identifying our human rights risks,
- Developing means to manage adverse impacts,
- Monitoring our performance,
- Providing access to remedy, and
- Communicating our efforts.

Due diligence

We have the processes and procedures in place to ensure that slavery and human trafficking risks are identified, assessed and addressed:

- We seek to ensure that we do not inadvertently support modern slavery. We have Code of Conduct, Supplier Code of Conduct and Human Rights Policy in place to encourage ethical and good practice.
- To support transparency and encourage employees or third parties who identify a potential or actual violation of these commitments or requirements, we ask them to file an anonymous report in our whistleblowing channel, available on our web-sites.

Own operations

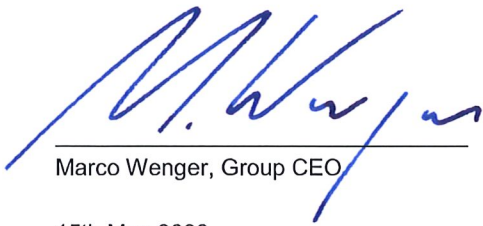
- As part of introduction of new employees, we introduce the Code of Conduct to them.
- In our recruitment process, we ensure that staff are legally entitled to work in the country we employ them. When using external recruitment partners, we expect them to ensure the legal entitlement of candidates.
- In new and renewed employment contracts we refer to local laws and regulations where relevant to ensure both parties the solid foundation of the employment with us.

Supply chain

- We introduce Supplier Code of Conduct to our suppliers and attach it to the supplier contracts
- We run a prioritized supply chain due diligence, including
 - Assessment of general industry and location based ESG risk
 - Requesting our top suppliers to observe the 10 Principles of UN Global Compact
 - Conducting sustainability self-assessment questionnaires to selected suppliers
 - Based on the gathered information, initiating additional questions and potentially conducting audit visits to sites of high-risk suppliers

Approval

This statement has been approved by the Swisspearl Group AG Supervisory Board.



Marco Wenger, Group CEO

15th May 2023