

## **Human Rights and Social Policy**

MANUFACTURE WOLF SA works to ensure that fundamental human rights and the dignity of the individual are respected at all times. We therefore comply with and respect all internationally recognised international rights as per the UN Guiding Principles on Business and Human Rights.

MANUFACTURE WOLF SA complies with the United Nations Universal Declaration of Human Rights and ensures that all personnel are made aware of the Declaration.

MANUFACTURE WOLF SA is aware of International Labour Organisation Conventions 138 and 146 and complies with all relevant Swiss legislation on Social Performance including but not restricted to:

- Child labour;
- Forced labour;
- Freedom of association and collective bargaining;
- Anti-discrimination;
- Health & safety;
- Violence and Harassment on the working floor,
- Discipline & grievance procedures;
- Working hours;
- Remuneration;
- Contribution to the social and economic welfare of the communities we operate in;
- General employment terms.

We will provide training to all our personnel in matters relating to this policy.

Biel/Bienne, December 15<sup>th</sup> 2021



---

Mr. Yves Thomann  
Managing Director MANUFACTURE WOLF SA