

## Social responsibility policy – labor and human rights principles

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## Commitment

As an international group of companies, we are aware of our corporate responsibility to respect labor and human rights. We are therefore committed to respect these rights in our own business activities and actively demand this in our global supply chains.

## Purpose

The purpose of this policy is to inform all Stäubli group (hereinafter also referred to as Stäubli) stakeholders – including employees, customers, suppliers and the communities where we operate – about the ethical and social values we uphold and strive to integrate into our business decisions, activities and partnerships. This policy outlines the commitment of Stäubli to respecting human rights, as set out in the Stäubli Code of Business Conduct and which serves as the unifying foundation for all Stäubli activities worldwide. It also reflects our dedication to embracing the Stäubli values People, Passion, Performance and Partnership.

## Our teams enable us to advance and succeed

People is one of the four values of Stäubli. Our associated statement is: “We work together for the best results and help each other to develop further. We treat each other with respect and value the experience or perspectives any colleague or partner brings in”.

In alignment with this statement, we bring together people from diverse backgrounds and give each person the opportunity to contribute with their unique knowledge, skills, experience and perspectives. Through this, we create shared value for Stäubli and its stakeholders in every location where we are established and operate.

## Our fundamental principles

### Human rights

We respect and support compliance with internationally recognized human rights, especially with regard to those of our collaborators, stakeholders and business partners.

We prohibit any kind of forced labor; we condemn child labor and respect the principle of freely chosen employment. The rights of underage and vulnerable employees must be protected.

Our businesses must support and respect the protection of internationally proclaimed human rights.

We seek to treat everyone affected by our business and value chain with fairness and dignity.

### Labor rights

Stäubli does not tolerate any form of harassment, discrimination or bullying. Stäubli prohibits all discrimination with respect to age, gender, ethnic origin, nationality, religion, health, disability, marital status, sexual orientation, political or philosophical beliefs, trade

union membership or other characteristics protected by applicable laws and regulations. Stäubli is committed to respecting and protecting the rights, dignity and cultural identity of all people. Every employee deserves to be treated with respect and has a responsibility to treat others with respect.

Stäubli does not tolerate any form of violence, harassment, verbal abuse or any other conduct that creates a hostile work environment or is offensive to the rights of employees. The term harassment comprises any form, including verbal, physical, mental, visual and electronic harassment.

Stäubli is an equal opportunity employer and makes all employment decisions based on legitimate business considerations, such as experience, skills, education and performance.

Our remuneration and social benefits conform at the very least to national or local statutory standards, provisions or respective agreements. We aim for fair compensation in accordance with market standards and internal equity principles. Unjustified wage discrimination is not tolerated.

We comply with local and international legislation regarding labor relations and employee representation, such as freedom of association, and adhere to provisions of collective agreements. To protect workers' rights, we recognize our duty to ensure that working hours and rest periods are properly respected. As part of our commitment, we require that all our employees are entitled to reasonable breaks, access to restrooms, potable water at their workplace, and are entitled to childcare leave and leave in accordance with the laws in force in the country where they work.

### **Diversity, equity and inclusion**

Stäubli is committed to attracting, developing and retaining a high-performing, diverse and engaged workforce, supporting both individual growth and organizational success in alignment with our Environment, Social and Governance (ESG) commitments.

Stäubli aims to have all recruitment processes to be merit-based and free from discrimination and choosing the best qualified candidate, using structured interviews and objective criteria to minimize bias. We also support opportunities for employees to move across functions, regions or roles, supporting career growth and knowledge sharing. To that end we invest in foundational, functional, professional and leadership development of employees.

By implementing regular and transparent performance reviews, we ensure regular feedback, consistency and fairness to all employees. Regular performance reviews include discussions on individual training and development needs to support both skill and personal growth.

By striving to embed social topics in our daily tasks, we strive to create diverse workforce allowing to improve attraction, selection and retention of employees and to develop talent, learning and capability.

At Stäubli, diversity is about the combination of employees, perspectives and backgrounds we have in our business, and inclusion is about creating a culture where all employees feel valued and have a sense of belonging.

Equity is applied to all stages of employment, including the recruitment process, compensation and promotion in accordance with local conditions or requirements by national law.

We are committed to providing our employees with mechanisms to address grievances related to their workplace, such as our whistleblowing system "SpeakUp@Stäubli", which encourages employees to raise their concerns. Stäubli takes every measure to respect employee and whistleblower confidentiality. Nobody will be subject to any form of retaliation for reporting in good faith, reporting violations of this policy, or for cooperating with any issue requiring follow-up.

The detailed guidelines, roles and responsibilities are described in the Code of Business Conduct including also ethics topics. Occupational health and safety are treated in a separate policy.

A respectful workplace is more than compliance with the law. It is about a working environment free of discrimination, harassment and inappropriate behavior of any kind. We believe that equal treatment provides an attractive, engaging and effective workplace for our employees.