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Global Labor and Human Rights Policy

Bizerba SE & Co. KG

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Stuttgart HRA 410001, General partner:
Bizerba Management SE, Registered office:
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1 Preamble

Bizerba is committed to a value-oriented corporate culture that respects and protects the dignity of every human being. As a global company, we take responsibility for fair, safe and humane working conditions, and to foster respectful interactions among each other.

Our actions are based on the principles of international human rights standards, including the United Nations Guiding Principles on Business and Human Rights, the ILO Core Labour Standards and applicable national laws.

We are committed to maintaining a working environment that is free from discrimination, exploitation, coercion and violence, and in which we actively promote diversity and equal opportunities. This is achieved through clear rules, transparent processes and responsible action, ensuring that all employees are treated equally, regardless of origin, gender, age or other personal characteristics. They are treated with respect and are given fair opportunities for development.

2 Scope

This global policy outlines the basic principles, expectations, and actions that all managers, employees, apprentices, students, interns, working students, individuals in training or re-training programs, temporary workers, external service providers, and visitors to the workplace must adhere to, as well as the expectations for all work-related activities, regardless of location.

Compliance with this guideline is in addition to the Bizerba Code of Conduct, which is considered a binding set of rules for responsible behavior and ethical business practices.

This policy applies worldwide and is adapted by our affiliates to local legal requirements without falling below the minimum standards.

3 Human rights and working conditions

Bizerba is committed to providing a respectful and non-discriminatory working environment, promoting diversity, fair working conditions and the personal and professional development of all employees.

3.1 Diversity, Inclusion, Equal Opportunities

Diversity is defined by a range of factors, including age, gender, origin, religion, ideology, health, sexual identity and orientation. Every employee and applicant is given fair opportunities for access and development – regardless of personal background. Our goals are non-discriminatory cooperation, breaking down barriers and creating real equality of opportunity.

Inclusion is a conscious integration of diversity into work and decision-making processes. We actively involve our employees and convey to them a sense of belonging and appreciation.

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3.2 Avoidance of discrimination

Discrimination is an unjustified unequal treatment of an individual or a group of people on the basis of one or more of the following characteristics:

- Gender or gender identity
- Age
- Ethnic origin or skin color
- Nationality (racist, anti-Semitic or ethnic attribution)
- Religion or belief
- Sexual orientation
- disability or chronic illness
- Social background or social status
- Marital status, family obligations, or pregnancy
- Appearance and physical characteristics

Discrimination of any kind will not be tolerated.

3.3 Prevention of sexual violence and harassment

Sexual harassment is any unwanted, sexually determined behavior that violates a person's dignity in the workplace. It can be verbal, non-verbal, or physical.

Examples:

- Inappropriate language or jokes
- Unwanted physical contact
- Sexual gestures or looks
- Showing or sending suggestive content
- Solicitation of sexual acts

3.4 Prohibition of child and forced labour

Bizerba commitment to ethical trade is reflected in its zero-tolerance strategy towards child labour, forced labour and modern slavery. This also applies to the supply chain. Child labour is defined as any work performed by individuals under the age of 15 that endangers their health, safety or development or interferes with school attendance. As a matter of principle, Bizerba does not employ children under the age of 15. Internships within the framework of compulsory schooling are permissible, provided that they support the child's academic or personal development. The same applies to employees between the ages of 15 and 18, for example in the case of training. This age group is only permitted to do light work. Their working hours are limited, and they are not permitted to work nights. The minimum age for dangerous work, whether due to its nature or the circumstances in which it is carried out, is 18 years old.

Forced labour or modern slavery is defined as any work or service that is required of the person (regardless of age) under the threat of punishment and for which the person has not volunteered.

Bizerba employees perform their duties voluntarily and without coercion or threat of punishment.

Employee identification documents are retained, nor are fees or charges required for hiring or continuing to work. All employees are bound by an employment contract that can be terminated at any time, in accordance with a collectively agreed or statutory notice period.

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3.5 Fair working conditions

Working hours

- Bizerba is committed to adhering to all applicable legal and collective bargaining regulations concerning working hours, rest periods, breaks, annual leave and absences due to illness.
- Overtime is only offered on a voluntary basis and is transparently recorded. It is fairly remunerated or compensated for by time off.
- Flexible working time models are intended to promote work-life balance, including the option of mobile working.

Wages and benefits

- We offer a fair wage, which is at least the legal minimum or that set by a collective agreement.
- The remuneration is paid in a timely and transparent manner.
- Equal pay is defined as remuneration for equal work or work of equal value, irrespective of gender, origin, age or other personal characteristics.
- All employees are entitled to the social benefits provided.

Health and safety at work

- We are committed to creating and maintaining a safe, healthy and respectful working environment.
- All sites must comply with at least the local legal regulations on occupational health and safety.
- Regular training, risk assessments and emergency drills are mandatory.
- We actively promote physical and mental well-being through a comprehensive approach that includes prevention, ergonomics, health programs and open communication.

Freedom of association and collective bargaining

We are committed to fostering an environment that respects freedom of association and the right to collective bargaining, and that encourages constructive and trusting cooperation between employees, employee representatives and management.

- No one may be disadvantaged or favoured on the basis of their membership of, or activity in a trade union or employee representatives.
- Bizerba respects the right of our employees to engage in collective bargaining for working conditions and remuneration.
- The exchange with employee representatives is with mutual respect, openness and constructive dialogue.
- Our employee app (MyBiz) is designed to facilitate the open exchange of information and contribute to transparent internal communication within the company.
- Leaders respect the right to organize and promote a culture of dialogue and collaboration.

3.6 Career Management & Training

We consider career development and training to be integral to our commitment to our employees. Our aim is to promote individual potential, enable continuous learning and create fair opportunities for professional development.

All employees have access to training and development opportunities - regardless of their background, gender, age or origin. Our Bizerba Learning Principles form the basis for our modern and responsible learning culture.

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We are committed to ongoing professional development and offer a variety of training formats, including live training sessions, webinars and online self-learning resources. The centrally provided continuing education portfolio is communicated via the Academy Learning World and is accessible through our Learning Management System.

As a globally active unit, the Bizerba Academy provides central learning programs and offers for different target groups. For example, there is a mandatory learning path for all new global leaders. Furthermore, there is a broad range of offers in place to guarantee the professional qualification of service technicians and sales personnel.

Employees and supervisors agree on participation in necessary qualification measures together in the annual employee appraisal.

In addition to this, there are other management tools provided globally that aim to derive individual qualification and development measures.

4 Reporting channels and protection

Affected persons or witnesses can contact the following authorities in confidence:

- Direct supervisor
- Human Resources
- Works council (if any)
- Internal officers (e.g. anti-discrimination officers)
- Whistleblowing App
- External bodies (e.g. authorities, anti-discrimination agencies, etc.)

All reports will be treated confidentially. It is ensured that there are no disadvantages for the person making the report.

5 Consequences of violations and remedial action

We have an open-door policy internally and encourage our employees to speak out if they witness or are affected by a violation of the standards set out in our internal policies.

Respectful interaction is the foundation of a safe working environment. Any violation of these standards defined by us will not be tolerated. Any form of violation will be consistently sanctioned. Bizerba undertakes to examine every incident carefully and to react appropriately.

If a violation is identified, labour law measures will be taken within the framework of the applicable law. These measures may include the following:

- Regulating conversation
- Verbal or written admonition
- Written warning
- Transfer to another workplace or location
- Ordinary/extraordinary (without notice) termination

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- Withdrawal of functions or assignments (e.g. training officer)
- Criminal proceedings with police investigations

If a business partner violates these regulations, this can lead to an immediate and immediate termination of the business relationship.

6 Due Diligence Process

Bizerba recognizes its responsibility throughout its supply chain. We have taken the first steps to fulfil this responsibility. We have started to analyze the risks in different areas of purchasing, marketing and HR, and have introduced risk management. We have introduced various systems and tools (e.g. IQ Plus for our suppliers). Dedicated teams are continuously working to further develop and reduce the identified risks. Our most important task is to implement this policy. This includes publication on our website and in our annual sustainability report, regular training and the gradual improvement of other elements of our due diligence. Our goal is to establish processes for monitoring and evaluating compliance with the Bizerba Group standards. Another goal is to expand risk analysis to include our own activities and those of our direct and indirect supply chains.

Our business partners and suppliers are required to comply with the standards set out in this policy. We expect them to implement their own measures to ensure respect for human rights and fair working conditions.

This policy is actively communicated to all employees and business partners and is also made publicly available on the company website. New employees are informed of its contents as part of the onboarding process. Regular internal communication, via channels such as the MyBiz app and newsletter, ensures that all employees stay informed about updates and relevant topics.

Based on our latest risk analysis, we use the knowledge gained to further develop existing prevention measures in a targeted manner and consistently implement them consistently in our supply chains. At the same time, we continuously optimize and harmonize our due diligence activities and requirements across divisions.

7 Review and further development

To measure the effectiveness of this policy, key performance indicators (KPIs) are regularly collected and evaluated. Examples include:

- Gender pay gap
- Diversity rate at management levels
- Number and type of reported incidents (anonymized)
- Employer branding as a sustainable employer, target value by 2030 → 75% in all channels
- Training participation rates, target by 2030 → 80% of employees complete training
- Results of employee surveys/pulse checks, target value by 2030 → participation rate > 30%. The results are used to derive targeted improvement measures and to report transparently.

This guideline will be reviewed regularly and, if necessary, adapted to take account of current social and legal developments.

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