

## **Policy statement on the respect and protection of human rights and the environment**

### **I. Fundamentals and objectives**

Endress+Hauser is a leading global supplier of measuring instruments, services and solutions for industrial process engineering. Our corporate culture indicates that we conduct our business responsibly and ethically. We care about the well-being of individuals, the welfare of society and the good of the environment. Our customers, employees and shareholders can expect us to uphold our values and protect the Endress+Hauser brand. We are convinced that integrity and ethical behavior are among the essential pillars of a sustainably successful company.

We are therefore committed to the respect and protection of human rights as set out in the internationally recognized human rights principles and the UN Guiding Principles on Business and Human Rights.

### **II. Responsibilities concerning human rights and environmental Due Diligence Obligations**

Overall responsibility concerning the respect and protection of human rights lies with the Endress+Hauser Group's senior management (Executive Board). The supervision and control of activities relevant to human rights are delegated to the Group's Human Rights Officer, who reports to the Executive Board.

### **III. Risk management system**

Endress+Hauser aims to ensure compliance with human rights and environmental obligations within the company and along its supply chains and to minimize the risk of violations of such rights and obligations. To ensure due diligence, a human rights and environment-related risk management system has been implemented, which includes the following components:

#### ***Risk analysis***

With the help of regular risk analysis, we systematically investigate and evaluate the potential impact of our business activities on people and the environment within our own company and vis-à-vis our suppliers. This also includes ad hoc risk analyses, for example in the event of significant changes in the risk situation, such as expansion into new business areas or product ranges, or if breaches of duty by indirect suppliers become known.

Endress+Hauser operates a global network of production centers and sales companies. Depending on the geographical location and the business activities of the national companies, the risks relating to human rights and the environment may differ. Local risk analyses are the responsibility of the management of the national companies. Particular attention is paid to health, occupational safety, the environment and labor standards. Certifications, e.g. to ISO 14001 (environmental protection) or ISO 45001 (occupational health and safety), are an important basis for identifying, eliminating or minimizing site-specific risks.

The analysis of risks relating to supply chains is carried out continuously and recurrently in the following steps: Using an abstract risk analysis based on our procurement structure and associated sector and country risks, suppliers are assessed and prioritized according to potential risk positions, particularly in regions with increased country risk. Suppliers with an increased predisposition to risk are subjected to a plausibility check as part of a specific risk analysis by obtaining and evaluating further information. The risks identified are weighted and prioritized according to their severity, probability of occurrence, causal contribution and potential influence. The priority risks form the starting point for further improvements in preventive and remedial measures.

#### ***Implementation of preventive and remedial measures***

All Endress+Hauser employees worldwide are regularly exposed to and trained in the Code of Conduct. The Endress+Hauser Code of Conduct defines our fundamental rules of conduct and reflects the expectations of our behavior in our daily business activities. We live a zero-tolerance policy with regard to compliance with human rights and environmental due diligence obligations. Where misconduct is identified, corrective action is taken immediately and our risk management system is reviewed accordingly.

We expect our suppliers to also comply with our fundamental rules of conduct. Accordingly, we obtain confirmation that they recognize a code of conduct for business partners that is customary in the industry.

We also expect our suppliers to enforce these rules of conduct vis-à-vis their suppliers. If increased risks or specific suspected cases of violations of human rights or environmental due diligence obligations are uncovered, for example through supplier audits or complaints mechanisms, we investigate these carefully and take the necessary measures to prevent, end or minimize these violations.

The results of the risk analysis and the effectiveness of preventive and remedial measures are continuously incorporated into our corporate decision-making processes when selecting and managing our suppliers.

#### ***Continuous improvement of human rights due diligence***

To ensure that we best guarantee compliance with human rights in our company and in our supply chains, we are continuously improving our processes and expanding our risk assessment. In addition, we will continue to communicate this policy and regularly raise awareness and inform our employees and partners.

### **IV. Whistleblowing Process**

Our whistleblowing process for human rights and environmental concerns can be used to report violations of human rights or environmental obligations. The system is designed so that a secure mailbox must be set up for further communication with the whistleblower. The whistleblower can remain completely anonymous if desired. Information on potential human rights or environmental issues that reaches us by means other than the whistleblower system will be handled according to the same rules and processes.

The Endress+Hauser Complaints Team confirms, examines and evaluates the matter under investigation. The team, if necessary in coordination with the General Counsel of the En-

Endress+Hauser Group, proposes specific measures to the Executive Board to eliminate and prevent improper business practices. The effectiveness of the whistleblowing process is reviewed once a year and on an ad hoc basis by the Endress+Hauser Complaints Team, if necessary in consultation with the General Counsel of the Endress+Hauser Group. The processing of reports is based on a defined set of procedural rules. The Complaints Team is independent and not bound by instructions.

#### **V. Documentation and reporting**

Endress+Hauser will report regularly on human rights and environmental protection activities in its own business areas and along its supply chains. This report shall contain the results of the risk analysis, the measures taken and the evaluation of their effectiveness. The report is published at [www.endress.com](http://www.endress.com) no later than four months after the end of each fiscal year.

We rely on the engagement of all stakeholders to achieve these common goals.

Resolved by the Endress+Hauser Group Executive Board at the meeting on 27 March 2023