

HUMAN RIGHTS POLICY

1. Introduction

iC Consult is committed to conducting its business in a manner that respects and promotes human rights globally. We recognize our responsibility not to infringe on the rights of others and to address adverse human rights impacts in which we are involved. This policy is guided by international human rights principles as set out in the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding Principles on Business and Human Rights, and other relevant international and national frameworks.

2. Target Audience

This policy is directed at, but not limited to, the following target groups:

- Employees
- Management
- Customers
- Suppliers and Business Partners

3. Responsibility & Governance

The overall responsibility for this policy lies with the Business Strategy Board. Implementation and monitoring are coordinated by the CSR team in collaboration with other relevant departments.

4. Our Commitment

iC Consult is fully committed to complying with the core labour standards of the International Labour Organization (ILO). This includes, in particular, the **prohibition of forced and child labour (ILO 29, 105, 138, 182)**, the protection of **freedom of association and the right to collective bargaining (ILO 87, 98)**, the principle of **equal treatment and non-discrimination (ILO 100, 111)**, and the assurance of **safe and healthy working conditions (ILO 155, 170)**. These principles apply to all locations and are also expected of our suppliers.

- **Respect for Human Rights**
We are committed to respecting human rights and not being complicit in human rights violations.
- **Inclusion and Non-Discrimination**
We strive for inclusion and do not tolerate any form of discrimination. We ensure equal opportunities and treat everyone with dignity and respect, regardless of gender, race, ethnicity, national origin, religion, sexual orientation, disability, or other legally protected characteristics.
- **Safe and Healthy Working Conditions**
We provide a safe and healthy working environment for all our employees and contractors. We take proactive measures to avoid workplace hazards and ensure employee well-being including flexible working hours and fair remuneration.

- **Freedom of Association and Collective Bargaining**

We respect our employees' right to form and join trade unions and to engage in collective bargaining, in accordance with local laws and principles.

- **Child and Forced Labour**

We strictly prohibit the use of child and forced labour in all our operations and throughout our supply chain.

- **Data Protection and Security**

We respect the privacy and security of our employees, customers, and communities affected by our activities.

- **Ethical Recruiting**

We are committed to fair and ethical recruitment practices. No fees are charged to applicants, all employment is voluntary, and employees receive clear written contracts. We prohibit the retention of personal documents and expect the same standards from our recruitment partners and suppliers.

- **Community Engagement**

We are committed to engaging with the communities affected by our operations and strive to make a positive contribution to their development.

- **Environmental Responsibility**

Recognizing the interconnection between human rights and environmental sustainability, we are committed to protecting the environment and managing the impact of our operations.

5. Human Rights Due Diligence

We are committed to conducting ongoing human rights due diligence by identifying, assessing, and addressing potential and actual human rights risks within our own operations and throughout our supply chain.

6. Human Rights in the Supply Chain

We require our suppliers to provide safe working conditions, prohibit all forms of forced and child labour, treat workers with dignity and respect, and act fairly, ethically, and in an environmentally responsible manner. We expect our suppliers to operate in accordance with the principles and requirements of our Supplier Code of Conduct and in full compliance with all applicable laws and regulations.

7. Training

iC Consult employees receive training on human rights issues as part of CSR training. Additional information on the importance of human rights is communicated to all employees via the intranet.

8. Grievance Mechanism

iC Consult has established a structured procedure through the Safe Workplace Program (SWP), enabling employees and external partners to report concerns or complaints related to human rights

violations or discrimination. Reports can be submitted confidentially through various channels – including direct supervisors, HR, the Talent & Development Team, or an external whistleblower tool. All cases are handled sensitively, confidentially, and fairly by trained professionals. The goal is to ensure a respectful, safe, and discrimination-free work environment.

9. Monitoring and Reporting

We monitor compliance with this Human Rights Policy and report transparently on our performance and progress on human rights in our Sustainability Report.

10. Consequences of Non-Compliance

Violations of this policy may result in disciplinary action for employees, or termination of business relationships for suppliers or partners, depending on the nature and severity of the breach. iC Consult takes all reports of human rights violations seriously and is committed to taking appropriate corrective actions.

11. Review and Revision

This policy is reviewed regularly to ensure its effectiveness and alignment with the evolving values and goals of iC Consult.