

# Human Rights Policy

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## 1. Respect for human rights

PSP Swiss Property (“PSP”) recognises the responsibility of companies to ensure respect for human rights. In its business activities, it respects and upholds international human rights as set out in instruments establishing international human rights obligations<sup>1</sup> as well as in national laws and regulations that are binding in Switzerland.

In adopting this Policy, PSP aims to prevent the conduct of its business from having any negative impacts on human rights. By pursuing exemplary ethical business practices, PSP aims to help raise awareness concerning respect for human rights and the prevention of negative effects on human rights within its dealings with business partners that provide goods or services, as well as within its wider indirect business environment.

## 2. Scope

Our **corporate values, terms of employment and other internal regulations** contain the relevant guidelines and provisions that, in the business activities of PSP, protect the human rights of employees while also obliging these employees to respect human rights.

Our **PSP Code of Conduct** specifies the behavioural standards applicable to all employees in order to ensure respect for human rights when performing their work.

Our **PSP Code of Conduct for Suppliers and Service Providers (“Supplier Code”)** sets out the standards of conduct that are required of our business partners in terms of respect for human rights in the supply chain.

<sup>1</sup> International Bill of Human Rights, including the Universal Declaration of Human Rights; Five fundamental ILO principles and the related core labour standards: (i) ILO Convention 138: Minimum Age for Admission to Employment, (ii) ILO Convention 105: Abolition of Forced Labour, (iii) ILO Convention 29: Definition of Forced Labour, (iv) ILO Convention 87: Freedom of Association and Protection of the Right to Organise, (v) ILO Convention 98: Application of the Principles of the Right to Organise and Collective Bargaining, (vi) ILO Convention 111: Discrimination (Employment and Occupation), (vii) ILO Convention 100: Equal Remuneration for Men and Women Workers for Work of Equal Value, (viii) ILO Convention 155: Occupational Safety and Health; UN Guiding Principles on Business and Human Rights, Chapter II: The Corporate Responsibility to Respect Human Rights.

## A. Fundamental human rights

Throughout all relevant fields of application, we respect the following **fundamental human rights** over and above or in addition to the relevant legal obligations. **Details** are contained in the respective internal, contractual or published provisions (see also [www.psp.info](http://www.psp.info)):

- **Child labour.** We reject all forms of illegal child labour.
- **Forced and compulsory labour.** We reject all forms of forced and compulsory labour.
- **Illegal work.** The use of illegal workers is not permitted.
- **Freedom of association.** The right of employees to join trade unions or similar representative bodies and to engage in collective bargaining must be respected. Employees must be able to exercise this right without any risk of punishment, intimidation or other disciplinary measures.
- **Prohibition on discrimination.** No form whatsoever of discrimination on the grounds of origin, gender, age, language, ethnicity, social status, lifestyle, sexual orientation, religious, ideological or political beliefs or because of a physical, mental or psychological disability or other essential features of identity is tolerated.
- **Data protection.** We ensure that personal data is protected. Legal and contractual provisions on the protection of personal or confidential data must be complied with by adopting appropriate organisational, technical and personnel measures.

## B. Working conditions

- **Compliance with laws.** The provisions of employment law, in particular in relation to wages, working hours (including breaks and maximum working hours) and holiday entitlement must be complied with.
- **Working conditions.** Working conditions must be fair and appropriate. All employees have a right to protection and respect for their personality, personal integrity and dignity in the workplace. We pay living wages.
- **Health and safety at work.** Workplaces must be safe and must comply with applicable laws and industry standards. The promotion of health and the prevention of accidents are supported through appropriate internal training and preventive measures.
- **Sexual harassment, bullying and discrimination.** Sexual harassment, bullying and unlawful discrimination in the workplace are not permitted.

We are committed to the principle of equality in working life: Employees should not be discriminated against directly or indirectly on the basis of their gender or treated differently in any other objectively unjustified way. The prohibition of discrimination applies to employment, allocation of tasks, organisation of working conditions, remuneration, training and development, promotion and dismissal. In these areas, the only factors that matter are the skills, suitability and track record of the individual employee.

### **3. Governance and due diligence**

This Policy shall be implemented and due diligence reviews under it shall be carried out primarily by line managers on all levels on the basis of the relevant internal regulations, existing risk management structures and processes and the internal control system (ICS). The Executive Board shall coordinate and bear responsibility for its implementation.

### **4. Reporting of violations – whistleblowers**

All PSP employees are expected to report known or suspected violations of the Human Rights Policy in accordance with the internal policies applicable to the relevant business incidents.

The Whistleblowing Policy regulates the reporting of actual or suspected misconduct, including with regard to this Policy, and sets out measures for protecting whistleblowers against retaliatory measures. PSP operates an online whistleblower system through which reports can be made, known as the [PSP Integrity Line](#), which enables confidential reports to be submitted electronically and anonymously if required.

### **5. Communication, training and reporting**

This Policy is published on [psp.info](#). PSP will also communicate it appropriately, raise awareness of it and inform employees and partners about it.

PSP trains its employees periodically and/or on a case-by-case basis regarding potential issues related to respect for human rights within PSP and its supply chains.

The Executive Board reports on the obligations, activities and explanations that fall under this core declaration within PSP's sustainability reporting. It ensures the appropriate transparency and continuous improvement of relevant policies, processes and controls.

### **6. Final provisions**

The Human Rights Policy was originally written in German. In the event of any discrepancies between the original version in German and any translation, the original text shall prevail.

The Executive Board, December 2024



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