



# Human Rights Statement

At SIX, we are fully committed to respecting human rights, and upholding them in all our spheres of influence is, to us, an essential part of our corporate responsibility.

We live this commitment in a number of ways, including by aligning our business practices with international standards and demanding the same of our suppliers. In particular, these standards include:

- **the UN Guiding Principles on Business and Human Rights (UNGP)**
- **the International Bill of Human Rights (IHRC)**
- **the ILO Declaration on Fundamental Principles and Rights at Work**

Our commitment to respecting human rights primarily impacts the following spheres:

- **our employees**
- **our suppliers**
- **our joint ventures and investments**

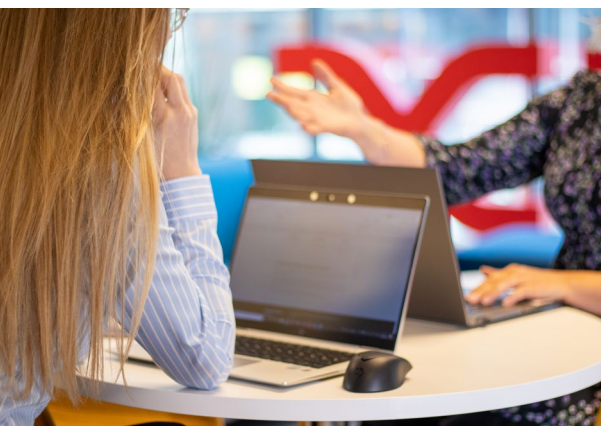
For each of these stakeholders, we have internal guidelines and procedures in place. In addition, our risk management team identifies and mitigates any potential exposure to human rights violations in these spheres, and reports them to the appropriate departments within SIX. By our latest assessment, there is no material exposure to human rights violations within our spheres of influence.



## Our Employees

Our main and most immediate human rights commitment is to our employees. In our Group Code of Conduct and internal directives, we have implemented binding rules to define and enforce compliance. Regular, mandatory training ensures that all employees are familiar with the topic and aware of appropriate conduct. In addition, we have put clearly defined processes in place for employees to report any human rights complaints to our compliance department, using confidential channels.

Any complaint of inappropriate conduct will be investigated by trained compliance staff and addressed through disciplinary action, as appropriate.



## Our Suppliers

Our commitment to human rights is also reflected in our supplier relationships. Prospective suppliers undergo screening, including on their human rights record, before we contract with them. Our Code for Suppliers is an integral part of our supplier agreements and contractually requires our suppliers and their subcontractors to comply with human rights standards. The Code also authorizes us to request information on suppliers' human rights compliance and to conduct onsite audits. In the event of any Code violations involving intent or gross negligence, we have the right to immediately terminate our business relationship with the supplier.



## Our Joint Ventures and Investments

In our joint ventures and investments as well, we are committed to working only with companies that respect human rights. Our due diligence processes are designed to address this issue and to identify and mitigate any potential risk exposure.

## Reporting of Violations of Human Rights Codes of Conduct and Standards

For timely and appropriate action, it is important for us to hear promptly about violations of our human rights codes of conduct and standards in all our direct and indirect spheres of influence. For this purpose, we have introduced the external [Integrity Platform](#) for internal and external whistleblowers to report misconduct, including anonymously if desired.

Our Sustainability Report, the Code of Conduct and the Code for Suppliers provide further information on how SIX is taking responsibility for respecting human rights. All these documents can be found on our [sustainability website](#).



Zurich, December 2023

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Chairman SIX

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