

HUMAN RIGHTS POLICY

1. Commitment and scope of application

The Policy covers fully consolidated operations of Ricola worldwide, including those of direct and indirect subsidiaries and applies to all Ricola employees and managers, including part-time and temporary workers as well as casual workers (e.g. day labor workers). The company's commitment to respect human rights also extends to all individuals throughout the upstream and downstream value chain and Ricola expects its customers, suppliers, business partners and other parties directly linked to its operations, products and services to respect of human rights.

1.1 International reference framework

Ricola is committed to high standards of business ethics and integrity including the support and respect of internationally proclaimed human rights and labor standards as outlined in international human rights frameworks such as:

- Universal Declaration of Human Rights (UDHR)
- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights
- ILO Core Labour Conventions
- United Nations Guiding Principles on Business and Human Rights (UNGPs)
- OECD Guidelines for Multinational Enterprises
- Ten Principles of the UN Global Compact (UNGC)
- UNICEF's Children's Rights and Business Principles (CRBP)

Ricola complies with the laws and regulations in the markets it operates. Where local laws are less stringent than the company policies and the above named internationally recognized human rights and employment standards, Ricola is guided by the more stringent policies and standards and encourages its suppliers and business partners to follow these standards and principles.

Ricola is committed to respecting internationally recognized human rights and does not attribute more importance to one human right over another. However, for the implementation of its human rights commitment, Ricola prioritizes the following human rights issues (in alphabetical order) that are most salient to the business according to their scale, scope and remediability. They have been identified and will be re-assessed regularly via systematic human rights risk and impact assessments conducted in accordance with the UNGPs:



- Right for fair, safe and healthy working conditions,
- Right to freedom from forced labour and modern slavery
- The avoidance of child labor
- The right to freedom of association
- The right to equality and non-discrimination

When prioritizing salient human rights issues, Ricola pays special attention to human rights impacts on people that may be at heightened risk of vulnerability or marginalization. Ricola recognizes that the evaluation of the severity of potential impacts may change and that other issues may grow in importance over time.

2. Approach and key impact areas

Ricola is committed to aligning its Human Rights Due Diligence (HRDD) framework with the United Nations Guiding Principles on Business and Human Rights (UNGPs). The company's aim is to conduct HRDD throughout the business to proactively assess, identify, cease, prevent and mitigate actual and potential adverse human rights impacts on rightsholders across the upstream and downstream value chain.

Our approach to human rights begins with understanding how our activities, including our products and services, as well as the activities of our business partners, may impact, either positively or negatively, our rightsholders, including business partners, employees and contractors, customers, supply chain workers, suppliers.

We strive to ensure that the rights of these rightsholders are respected and promoted through our activities and those of our business partners. We work to meet this commitment through the activities out-lined below.

Fair, healthy and safe working conditions:

We believe workers should be treated with dignity, respect, and fairness, and should not be subject to harassment, discrimination, forced labor, or inhumane treatment. Nobody should ever be at greater risk because they work for us. A safe and healthy work environment are fundamental rights at work. We are working continuously to providing a fair, healthy and safe work environment for our employees and contractors in line with international labor standards wherever we do business.

Every worker has a right to compensation for a regular work that is sufficient to meet the worker's basic needs and provide some discretionary income. Our business partners must pay at least the minimum wage or the appropriate prevailing wage, whichever is higher, comply with all legal requirements on wages, and provide any fringe benefits required by law or contract.

To promote these values across our supply chain, we will implement more robust oversight mechanisms and expectations for our business partners to meet these same standards in their own operations.



Right to freedom of association:

We believe that the right of workers and employers to form and join organizations is an integral part of a free and open society. The rights of the employees to choose to be a member of a trade union and to bargain collectively as permitted by local laws and regulations must not be interfered with or restricted. It is essential to ensure that workers and employers have a voice and are represented.

Right to freedom from forced labor and modern slavery:

We believe that all work or service which is exacted from any person under the threat of a penalty, including modern slavery, and for which the person has not offered himself or herself voluntarily is forced labor and contradicts to fundamental human rights. We expect our business partners to not use forced labor nor modern slavery in any form.

Avoidance of child labor:

Child labor is a violation of fundamental human rights where we have zero tolerance. If any incidence of child labor is identified in the supplier's industry and region, the supplier shall initiate, or participate in, a program to transfer any children involved in child labor into quality education until they are no longer children.

Right to equality and non-discrimination:

We believe that the right to equal treatment requires that all persons be treated equally before the law and in practice, without discrimination. The principle of equality and non-discrimination guarantees that those in equal circumstances are dealt with equally in law and practice.

3. Governance and remediation

Human rights at Ricola Group AG is part of our wider strategy and is implemented through a number of policies and procedures, including our code of conduct ([link](#)). We report on our progress against our targets and goals, including Human Rights, in our sustainability report

Ultimate oversight of human rights at Ricola Group AG falls with our Board of Directors. Operational oversight of human rights is managed by the respective departments and regularly controlled by the sustainability team, in addition to our partners across our business units. The sustainability team bears the responsibility for keeping this policy updated. This policy will be reviewed periodically and updated as required to amend it to changed business processes, regulatory requirements as well as political and societal expectations.



4. Access to grievance and remedy

Ricola attaches great importance to living a culture of shared responsibility. Anyone who has a legitimate concern can freely speak up, without fear for retaliation. Ricola maintains an internal compliance helpdesk for general questions and advice regarding Ricola Group policies as well as a compliance hot-line, which enables employees and other potentially affected external stakeholders around the world to call to voice concerns related to potential violations of the code of conduct, which includes issues related to human rights.

For potential misconduct which potentially has to be classified as a violation of human rights, the report must exclusively be sent to Ricola's anonymous reporting channel ([link](#)). For any other potential misconduct, the following people are available as an alternative:

Line manager | 2. The line manager's superior | 3. Head of Global HR | 4. Head of Corporate Secretariat or Head of Legal & Compliance.

When adverse human rights impacts are uncovered due to Ricola business activities or from linkages to its operations, the company is committed to taking timely and transparent action to remediate in a fair and equitable manner in line with the UNGP. Where Ricola finds impacts directly linked to its business relationships, it will use its influence to encourage suppliers and business partners to respect human rights, whether through collaboration and support, corrective action plans or termination of the business relationship on a case-by-case basis.

As part of our ongoing commitment to implementing the guiding principles, Ricola Group AG will

- 1) Regularly update risk assessments
- 2) Measure and control defined KPIs
- 3) Ensure the implementation into the organization
- 4) Communicate if necessary
- 5) Ensure an appropriate grievance and remedy process

5. Approval by Group Management & Board of Directors

__(ohne Unterschrift)_____

F. Richterich
Chairman of the Board of Directors,
Ricola Group AG

__(ohne Unterschrift)_____

Thomas P. Meier
Chief Executive Officer,
Ricola Group AG

Laufen, September 10, 2025