

# **Declaration of Principles on respect for human rights and safe working conditions in the Masterflex Group**

## **Table of contents**

1	Introduction.....	2
2	Prohibition of child labour.....	2
3	Prohibition of forced labour.....	2
4	Freedom of Association, Right to Collective Bargaining and Right to Strike.....	2
5	Equal opportunities and protection against discrimination.....	2
6	Right to health and safety at work.....	3
7	Working Hours and Remuneration.....	3
8	Education an qualification.....	3
9	Protection of human rights defenders.....	3
10	Handling of data.....	3

## 1 Introduction

In the Masterflex Group, we are committed to respecting internationally recognised human rights and safe working conditions in all our Group companies. It is our self-image and our declared goal to avoid violations of human rights. In doing so, our responsibility focuses on topics and fields of action in which we can exert our influence as a business enterprise. In this respect, our responsibility complements the duties of states and sovereign institutions to protect human rights.

Our actions are aligned with the following international standards:

- ILO Declaration on fundamental Principles on Rights at Work,
- OECD Guidelines for Multinational Enterprises,
- UN Guiding Principles on Business and Human Rights,
- ten principles of the UN Global Compact.

This declaration of principles supplements and concretises our Code of Conduct with regard to our commitment to respecting human rights and occupational safety.

## 2 Prohibition of child labour

The Masterflex Group does not tolerate any form of child labour in the sense of the relevant ILO conventions (No. 138 and No. 182). Children must not be prevented from their education by gainful employment and thus hindered in their development. Their dignity must be respected, and their safety and health must not be impaired but protected by appropriate measures. In accordance with the ILO core labour standards, the Masterflex Group observes the minimum age for employment and strictly rejects child labour.

## 3 Prohibition of forced labour

The Masterflex Group does not tolerate any form of forced or unlawful labour, slavery or human trafficking. All employer practices of the Masterflex Group are to be aligned at least with the ILO core labour standards (No. 29, No. 105 and Protocol of 2014 to the Forced Labour Convention). Employment relationships are always based on free will. All existing employment relationships can be terminated with reasonable notice.

## 4 Freedom of Association, Right to Collective Bargaining and Right to Strike

The Masterflex Group recognises the right of employees to form employee representations, to collective bargaining for the regulation of working conditions and their right to strike, subject to applicable law (ILO Conventions No. 87 and No. 98). The formation, joining or membership of a trade union recognised under applicable law shall not be used as a reason for unjustified unequal treatment or retaliation (ILO Convention No. 135).

## 5 Equal opportunities and protection against discrimination

The Masterflex Group is committed to maintaining equal opportunities and not tolerating any form of discrimination against employees (ILO Conventions No. 100, No. 111 and No. 190). No one may be discriminated against, favoured or harassed because of characteristics such as gender, skin colour, religion and world view, nationality, political or other convictions, ethnic origin, disability, age, sexual orientation or any other characteristics protected by local laws, such as membership of a national minority, pregnancy or veteran status. At Masterflex Group, diversity and inclusion are part of the corporate strategy that encourages an open and inclusive corporate culture.

## **6 Right to health and safety at work**

Health and safety in the workplace are highest priority in the Masterflex Group. Applicable occupational health and safety laws are consistently complied with worldwide. Furthermore, we set our own standards for improving occupational safety that go beyond applicable occupational health and safety laws. Through additional initiatives in health management, the physical and mental health of employees is actively promoted by the Masterflex Group.

## **7 Working Hours and Remuneration**

Within the framework of applicable law, the Masterflex Group ensures that healthy and safe working conditions prevail, work breaks, an appropriate limitation of working hours and regular paid holidays are guaranteed. We comply with the applicable international standards on working hours, at least the relevant ILO conventions at the place of employment. We apply international standards such as the principle of equal pay for work of equal value irrespective of sex (ILO Convention No. 100) and just and favourable conditions of work (ILO Conventions No. 100 and No. 111).

## **8 Education an qualification**

In the Masterflex Group, we promote education and qualification of all employees. We contribute to the employability of all employees through training and development programmes and support measures, in line with the concept of lifelong learning.

## **9 Protection of human rights defenders**

Internationally recognised human rights are respected in the Masterflex Group. We do not tolerate any form of threat, intimidation or defamation of persons who defend human rights.

## **10 Handling of data**

The Masterflex Group respects data protection as a personal right. Personal data is only collected and processed to the extent permitted by applicable laws and the persons concerned. We inform those affected transparently about the type and scope of data processing.

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