

UNICOMS AG

HUMAN RIGHTS POLICY

Our commitment to human rights

At Unicoms AG and all its subsidiaries, we firmly believe that we have responsibility towards respecting human rights in all our operations. We are committed to upholding human dignity and respect all internationally recognized human rights. This policy covers all individuals and communities affected by the company's own operations and its value chain.

Assessing potential negative risks

To fulfil our commitment to this policy, we conduct Human Rights Risk Assessment, which includes:

- **Risk identification:** We systematically identify and assess actual or potential negative human rights impacts across our operations, products, services, and supply chain. For this we rely on recognized organizations and reports on human rights violations, such as: [Responsible Sourcing Tool](#), [Fairtrade Risk Map](#), [CSR Risk Check](#);
- **Salient issues:** We prioritize salient human rights issues, via matrix of severity and likelihood;
- **Engagement plan:** Based on our prioritization, we build an engagement plan, focusing on stakeholder engagement and expert consultations.

Mitigation and remediation actions

To negate the discovered potential negative risks, we take responsibility to address them via concrete actions:

- **Prevention & Mitigation:** We implement preventive measures and find ways to mitigate these negative impacts;
- **Remediation:** If we determine that our operations are the cause or have contributed to a negative human rights impact, we commit to providing or enabling fair and effective remediation for those affected;
- **Grievance Mechanisms:** We maintain accessible, confidential channels (such as an anonymous reporting hotline) where workers and external stakeholders can raise concerns without fear of retaliation.

International commitments

We are committed to acting in accordance with internationally recognized human rights standards, including:

- The UN Guiding Principles on Business and Human Rights;
- The International Bill of Rights or the rights under the Universal Declaration of Human Rights;
- The International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

Governance and implementation

This policy is approved and monitored by the Board of Directors of Unicoms AG and applies to all its subsidiary companies. Central implementation and reporting are guaranteed by oversight of our management system.