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# DIC Group Policy Statement on Respecting Human Rights

## 01 Unconditional Commitment to Human Rights Standards

The DIC Group is a listed company with an integrated business model based on two complementary segments, one representing its proprietary portfolio (Commercial Portfolio), the other being its third-party business (Institutional Business). Within this framework, we are engaging the most diverse stakeholder expectations around the world, including those of shareholders, tenant and institutional clients.

It goes without saying that we comply with all locally applicable legal provisions as an integral component of our corporate governance. In fact, it represents the basic requirement for fair and sustainable coexistence, not just in business but also as a society in general.

This Policy Statement explains our commitment to respect human rights in our business and at every stage of our value chain. Ensuring strict respect for human rights constitutes our common task.

For the purpose of implementing this pledge, we align our corporate action specifically with the following conventions:

- the United Nations Universal Declaration of Human Rights
- the United Nations Guiding Principles on Business and Human Rights
- the eight core labour standards of the International Labour Organisation (ILO)

We consider the values and standards contained therein to be the main foundation of our corporate culture.

## 02 Observing Our Duty of Care in Regard to Human Rights

### a. Good and Safe Working Conditions, Protection against Discrimination

The knowledge, skills and commitment of our employees constitute the bedrock of our company's success. We can successfully sustain our business activities only if we have qualified and motivated employees who represent our company to the outside world in a responsible and enthusiastic manner. A positive corporate culture and a safe work environment are indispensable for achieving this.

Our **Compliance Policy** obligates all employees of the DIC Group to uphold the principles of ethical conduct and integrity within the group. In particular, this includes compliance with the applicable legal provisions, the internal company guidelines, and the adopted values.

The **Compliance Policy** defines comprehensive safeguards against discrimination, particularly in regard to ethnic identity, gender, religion or belief, disability, age and sexual identity. It is our stated objective to actively counter discrimination, unfairness and undesirable behaviour, and to show zero tolerance for these.

We see diversity as a strength that we encourage in a dedicated effort. Our company benefits from exposure to different but mutually complementary professional profiles, and a wide variety of working and living experiences.

Other important building blocks of our company policy include the promotion of employee development and advancement, not least through continuing education and market-consistent pay as well as by honouring their right to leisure and recreation. The latter aspect includes rules that govern flexible working hours and family leave.

#### **b. Compliance with Ethical Standards along the Supply Chain**

Our pledge to respect human rights also covers every interaction with our business partners: We presume their compliance with the same ethical standards as our condition for a sustainable and prospering business relationship. In addition, we demand that our business partners also integrate and implement these standards in their business relationships.

Our principles of adherence to ethical standards along our supply chain are detailed in our **Business Partner Code of Conduct**. The code serves as foundation for any business relationship between the DIC Group and third parties. It mandates, inter alia, compliance with occupational safety and health regulations as well as the strict prohibition of forced labour and child labour in any form and of discrimination. The DIC Group tolerates no violations of its Business Partner Code of Conduct, and will penalise such violations all the way to the termination of the business relationship.

#### **c. Privacy Data and Policy**

We respect and protect the privacy of all our stakeholders, including our employees and our investors, and safeguard confidential information pursuant to applicable data protection laws and in accordance with the European Data Protection Regulation (GDPR).

### 03 Compliance with the Policy Statement

This Policy Statement is part of our operational processes, and embedded in every level of our business activities. Each and every member of the DIC Group must integrate the principles of the Policy Statement in his or her work sphere and strictly adhere to them. More than others, the Management Board and the company's executives are responsible for creating the organisational framework toward this end, and to ensure compliance.

Third-party stakeholders and in-house employees may report violations and cases of abuse in anonymised form to the Compliance department or via the company's whistleblower system if the reported violations fall within the DIC Group's sphere of influence.

### 04 Continuous Reviews and Updates

Just like any other of our policies, this Policy Statement is subject to regular reviews and upgrades by the Management Board to ensure it always reflects the current circumstances and risks.

The Management Board of DIC Asset AG