



EMPLOYER OF CHOICE

Our employees are crucial to our success. Motivated, satisfied, skilled and top performing employees are the key in this regard. We can only achieve our goals and realize our ambitions being a dynamic team sharing the same mission. Our aim is to attract qualified employees who match with our values and stay with us. This attitude is evident in our daily interactions with each other. We must allow our staff to develop in a way that is both professionally and personally rewarding. Our goal is to cultivate and foster this culture.

We offer motivated and reliable employees interesting and varied opportunities across a diverse range of departments. By systematically developing our employees, creating motivating working conditions, and offering flexible working models, we provide positive and lasting social impact to build upon. In doing so, we always keep high employee satisfaction in focus promoting diversity, equal opportunity and inclusion and respecting human rights in all areas. We offer fair wages to our employees and individual and/or collective bargaining agreements for their working conditions and hours.

Sant'Antonino, March 16, 2023



Paul Zumbühl
Chairman of the Board of Directors



Ingo Steinkrüger
Chief Executive Officer

Scope

With this policy we establish our commitment to be the Employer of Choice with establishing best in class employee satisfaction, working conditions and respecting Human Rights and the standards of the International Labor Organization (ILO).

**Objectives,
Targets,
KPIs**

Our Objectives and Targets are defined on a global level for the Interroll Group from the baseline 2022 and have to be accomplished, if legal or contractual obligations do not oblige to another date and unless not stated otherwise, by 2030.

For each Interroll entity, specific and more precise strategy plans will be developed to accomplish the objectives based on their individual baseline.

Objectives	Targets	KPIs
We have the highest employee satisfaction.	Evaluation score 5 in the global employee survey	Global employee survey
We offer fair wages to all employees.	All wages are equal to or above the respective labor market	Average wage level compared to market
We offer all employees individual and/or collective bargaining agreements for their working conditions and hours.	100 % of employees with working contract and defined maximum working hours	% of employees with agreements on working conditions and hours
		% of employees with collective bargaining agreements
We promote diversity, equal opportunity and inclusion.	Balanced management teams with 30 % females	% of women in management positions
We respect human rights and related ILO conventions without compromise.	No employees below the age of 16	Number of employees below the age of 16
	No forced labor	Number of forced labor cases reported
	No human trafficking	Number of human trafficking cases reported
	No discrimination and harassment	Number of discrimination and harassment cases reported



Our activities for Employer of Choice support the SDGs:



As signatory of the UN Global Compact with this policy we respect following principles:

- Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights; and
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- Principle 2:** make sure that they are not complicit in human rights abuses.
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- Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
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- Principle 4:** the elimination of all forms of forced and compulsory labor;
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- Principle 5:** the effective abolition of child labor; and
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- Principle 6:** the elimination of discrimination in respect of employment and occupation

Governance

Within the organizational structure of Interroll the Employer of Choice is assigned to the Senior Vice President Corporate Marketing & People Development who has the overall responsibility for its strategic implementation and performance.

The operational implementation is delegated to the Regional HR Director and the local Managing Director of the legal entities.

The SVP & Managing Directors will be supported from Corporate Sustainability & Compliance, the Sustainability Team and relevant global or regional functions.

Compliance

Compliance to this policy and local legal obligations regarding Employer of Choice are regularly monitored by the Group Management, the Interroll Corporate Sustainability & Compliance Organization and randomly checked during Compliance Audits.

Reporting

The status and measures taken to accomplish the Objectives and Targets for Employer of Choice as well as the consolidated performance of the KPIs is annually reported and published in the Interroll Sustainability Report.

