

## Lonza's Human Rights Principles

Lonza is committed to respecting internationally recognized human rights consistent with the U.N. Global Compact, International Labor Organization (ILO) standards, and OECD guidance. Lonza's Human Rights Principles reinforce the goals of Lonza's Code of Conduct and outline expectations, prohibited conduct, and reporting obligations.

These Principles apply globally to all Lonza employees, directors, and any third parties acting for or on behalf of Lonza or its controlled entities.

### 1. Fair Treatment & Equal Opportunity

- All workers must be treated with dignity and respect.
- Abuse, coercion, harassment, and corporal punishment are strictly prohibited.
- We follow nondiscriminatory hiring and employment practices, protecting characteristics such as race, gender, disability, age, religion, sexual orientation, and more.

### 2. Freely Chosen Employment

- We have zero tolerance for human trafficking, slavery, forced labor, bonded labor, or child labor.
- Prohibited actions include:
  - Recruiting through force, fraud, or coercion
  - Procuring commercial sex acts
  - Withholding identification documents
  - Charging recruitment fees
  - Using deceptive recruitment practices
  - Providing substandard housing
  - Failing to provide return transportation when required

### 3. Fundamental Human Rights

We support rights such as:

- Accessibility for persons with disabilities
- Equality and fair wages
- Safe working conditions
- Maternity protections
- Freedom of association, collective bargaining, and the right to strike
- Reasonable working hours

### 4. Supply Chain Expectations

We expect our suppliers and vendors to uphold consistent ethical and responsible labor practices, including prohibiting forced or child labor. Prior to working with suppliers and vendors, we perform due diligence and monitoring to ensure compliance.

### 5. Reporting Concerns

- Colleagues are encouraged to make a report if they see anything that raises concerns regarding potential human rights violations, including concerns with Lonza third parties, suppliers, and vendors.
- We have several ways for employees to make a report, including talking to their manager, a Human Resources representative, the Legal Department, utilizing the Lonza Ethics & Compliance Hotline, or contacting the Ethics & Compliance Group directly ([link](#)).