

P-0425 Policy Against Human Trafficking and Slavery

Prepared by (department):	Legal, Compliance & IP
Document owner (role/function):	Barmag Compliance
Revision:	00
Replace the following Regulating Document(s):	Oerlikon P C Policy Against Human Trafficking and Slavery (April 2021)
Date of issue:	27.10.2025
Approved by (role/function)	Barmag General Counsel

Content

1. Scope of application	1
2. Purpose	1
3. Definitions	2
4. Abbreviations	2
5. Policy against human trafficking and slavery	2
5.1. Reporting incident of human trafficking	2
5.2. The investigation	2
5.3. Sanctions and disciplinary measures	2
5.4. Governance	2
6. Distribution and announcement	2
7. General hints / remarks	2
8. Co-Applicable Regulating Documents	3

1. Scope of application

This Directive is applicable to Oerlikon Textile GmbH & Co. KG, Remscheid and any of its direct or indirect subsidiaries, incl. majority owned or controlled shareholdings and participations, as well as to its officers, directors, and employees worldwide (collectively, "Barmag"). It must be applied to any of Barmag's business activities, including but not limited to, intercompany, free of charge, temporary or domestic transactions.

2. Purpose

Barmag is committed to a safe work environment that is free from and provides for protection against human trafficking and slavery, including forced labor and unlawful child labor. Barmag does not tolerate or condone human trafficking or slavery in any part of its global organization. Barmag prohibits trafficking in persons and slavery. Employees, contractors, subcontractors, vendors, suppliers, partners and others through whom Barmag conducts business must not engage, involve or participate in any practice that constitutes trafficking in persons or slavery.

The policy aims to protect the interests of Barmag. At the same time it intends to support employees, and all of Barmag's representatives in identifying and properly reporting any suspicion of human trafficking.

P-0425 Policy Against Human Trafficking and Slavery

3. Definitions

Barmag:	means the group of companies consisting of Barmag Holding AG, its direct and indirect subsidiaries, as well as Barmag Inc..
Human Trafficking or Trafficking:	in persons is defined as the crime of displacing people with a view to exploiting them.

4. Abbreviations

Not used

5. Policy against human trafficking and slavery

5.1. Reporting incident of human trafficking

Barmag strongly urges the reporting of any incident of human trafficking. Employees or representatives are encouraged to report complaints to their immediate supervisor their department head, any senior manager of the business unit, their local Human Resources representative, their local Procurement representative, the [Barmag Compliance Hotline \(SpeakUp\)](#).

5.2. The investigation

Any reported allegations of human trafficking will be promptly investigated.

5.3. Sanctions and disciplinary measures

Barmag will take appropriate disciplinary action for the violation of this policy, which may include the discharge of employees, subcontractors, and agents.

5.4. Governance

This policy was approved by executive leadership and the Oerlikon Board of Directors, and oversight and responsibility for the implementation of this policy rests with a cross-functional team with members from Human Resources, Compliance Legal, and Procurement.

6. Distribution and announcement

This Regulating Document is published on the OMF Management System in the Intranet after approval. The link to the published Regulating Document shall be sent to all Barmag TLM Members by e-mail.

7. General hints / remarks

Not used

P-0425 Policy Against Human Trafficking and Slavery

8. Co-Applicable Regulating Documents

Not used

P-0425 Policy Against Human Trafficking and Slavery

Further Information for OPP Quality to publish the Regulating Document in the Managementsystem (This information will not be published):

To which document/Group Policy/law etc. does this Regulating Document refer to?	e.g. Equipment and Product Safety Act, P F Treasury Policy
To which Branches does this Regulating Document apply? (Please select)	OBA SPI <input type="checkbox"/>
	OBA PU <input type="checkbox"/>
	OBAA <input type="checkbox"/>
	ONW <input type="checkbox"/>
	ONE <input type="checkbox"/>
	OTB <input type="checkbox"/>
	OTW <input type="checkbox"/>
	OCN <input type="checkbox"/>
	OBHE <input type="checkbox"/>
	OTIL <input type="checkbox"/>
	OTI <input type="checkbox"/>
	TKWM <input type="checkbox"/>
	HRSFlow <input type="checkbox"/>