



EY Switzerland Human Rights Statement January 2025

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1. Scope and coverage

This statement applies to Ernst & Young AG (hereinafter also referred to as "EY", "EY Switzerland" or "we") and all of its affiliates.

This statement sets out the roles, responsibilities, processes and standards for upholding human rights in our own operations and expect the same from our business partners and supplier in our supply chain. The statement complements the following policies:

- Global Code of Conduct,
- Global Human Rights Statement,
- Supplier Code of Conduct,
- Procurement Policy,
- Dignity at work Policy,
- Inclusion and non-discrimination Global Policy,
- EY Switzerland Employment Regulations,
- Reporting fraud, illegal acts and other non-compliance with laws, regulations and EYs Code of Conduct Global Policy (NOCLAR),
- Recommended Practices for EY Ethics Hotline Reports
- Sanctions Policies.

This statement is approved by the Swiss Management Committee and documented in our annual sustainability report.

2. Our beliefs

EY Switzerland is committed to respecting and upholding human rights and fair business practices. This statement is updated regularly to reflect regulatory changes and findings from our human rights impact assessments.

We believe respect for human rights is essential to living up to our purpose of *Building a better working world*. We endorse the upholding of human rights based on:

- The Universal Declaration of Human Rights, including the UN Convention on Economic, Social and Cultural Rights from 1966 and the UN Convention on Civil and Political Rights from 1966.
- The four fundamental principles and rights in the work of the International Labour Organization (ILO),
- The OECD Guidelines for Multinational Enterprises,

- The UN Guiding Principles on Business and Human Rights, and
- The ten principles of the UN Global Compact,
- The United Nations Sustainable Development Goals.

Our [EY Global Code of Conduct](#) provides the ethical framework for our behavior. It draws on our shared values and builds on our purpose and ambition guiding us in all the business decisions we make every day. Our Global Human Rights Statement, which applies to all EY member firms, and our Swiss Human Rights Statement are both derived from our EY Global Code of Conduct.

Our goal is to raise awareness of human rights and their implementation within EY Switzerland in the interest of all EY employees and workers in our supply chain.

3. Salient human rights impacts

In Switzerland, the audit and advisory industry is strictly regulated with a number of statutory controls and procedures. However, there are risks to employees' rights during employment and recruitment, as noted below. As a global company we cooperate across borders, across countries with different risk profiles, where there are fewer public controls and procedures. Nonetheless, we believe our biggest risk lies in our supply chain.

An initial gap and impact assessment has helped us to conclude our risk profile, policies, processes, controls, grievance and remediation mechanisms as well as reporting in place. The assessments were based on document reviews, stakeholder interviews and industry and country risk mapping. An initial impacts assessment mapped against specific industries and countries was completed resulting in the following potential adverse human rights impacts:

Human Rights risks in our own operations:

Working Conditions

EY acknowledges the potential risks associated with the demanding market environment, such as high job intensity, pressure, and tight deadlines that may lead to overtime and reduced rest periods for our employees.

EY stands for fair and transparent working conditions and adheres to applicable national and international labor standards for working hours, vacation time and overtime. Approved overtime is compensated in free time for the benefit of health or if not possible, remunerated according to our employment regulations.

EY supports the right of its employees to form employee advocacy groups, to get involved and to engage in collective bargaining.

EY places great importance on requirements and performance-based remuneration and ensures that basic and total remuneration is in line with current market conditions and requirements. This is reviewed yearly and transparent communication on personal performance, career development, and compensation is part of the process.

Discrimination and harassment

Maintaining and enhancing a fair working environment where employees are valued, respected, and treated equally is essential for the long-term growth and success of EY as well for its people. Despite policies, procedures, and controls against discrimination, achieving equality and equal opportunity remains an ongoing effort.

We believe in the right of all people to feel respected and valued for their differences, with equal and fair opportunities and outcomes, and in an inclusive work environment that is favorable to all. EY is continuously working to create a corporate culture and processes that take into account all dimensions of diversity. With the support of the Diversity, Equity and Inclusivness Council and the Talent function, we are continuously and strongly committed to greater diversity, inclusion, and social justice, among other things. We prohibit any form of discrimination, harassment or bullying in our workplace. All employees are trained on these topics mainly through our Code of Conduct trainings and processes are in place to follow up on every potential violation of our Code of Conduct and/or Values reported by internal or external sources through our grievance mechanisms.

Employee health and safety

Our business has minimal health and safety risks, but employees face potential risks of work-related stress, fatigue, and repetitive strain injuries. Stress levels can spike during busy periods with tight deadlines, potentially impacting mental health. Prolonged stress may lead to serious physical and mental health issues for employees.

We commit to a physically and mentally safe working environment. We ensure the highest standards and compliance with applicable laws, international standards (such as those of the ILO) and locally relevant health and safety standards are upheld with clearly defined responsibilities within our organization.

Other EY member firms (off- and/or near-shore EY entities)

EY Global Delivery Services (GDS) is a network of service centres that support all EY business areas globally. The network consists of more than 75,000 employees, of which approximately 60,000 are employed in offices in India and Poland. EY in Switzerland collaborates with several teams in GDS and approx. 22% of the working hours on external and internal projects are delivered by colleagues in GDS..

As part of EY Global network, the same ethical guidelines, the EY Global Code of Conduct, apply to EY GDS as to EY globally. Locally, EY GDS has initiatives to promote safety, wellbeing and inclusion in the workplace

Human right risks with business partners and suppliers

We work on embedding our commitments to human rights, environmental sustainability, and business ethics throughout our supply chain operations to address operational impacts on stakeholders. Activities of suppliers in some industries and countries can sometimes have several negative impacts. Using a defined impact assessment framework, we evaluate suppliers providing goods and services to EY Switzerland. The framework assesses 12 potential human rights-related impacts. We identified 14 EY procurement categories mapped to 11 high-risk industries, bearing nine enhanced or higher potential adverse human rights impacts: decent working conditions, forced labor, child labor, conflict minerals, health and safety (physical/mental), freedom of association and collective bargaining, fair wages, discrimination and harassment, and community rights.

Regarding child labor, we have not detected any case of reasonable suspicion of child labor within our supply chain. We use a significant amount of hardware, such as laptops, monitors, cell phones, and printers. However, we do not directly import or process any minerals listed in Appendix 1 of the Articles 964j to 964l of the Swiss Code of Obligations on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas. Regardless of our impact assessment findings that do not lead to additional Swiss Compliance requirements, we are committed to further enhancing and implementing due diligence procedures.

We endorse the same commitments with regards to fair working conditions, freedom of association and collective bargaining, and working in safe and healthy work environment for the employees of business partners and suppliers as in our own operations.

We respect children's rights to development and education and do not tolerate any form of child or forced labor, either within EY or in our supply chain. We require our business partners and suppliers to adhere to local laws relating to the minimum working age and not engage in the employment of child labor directly or indirectly.

We will investigate violations without restriction if they are reported or identified.

We are aware that the procedural implementation and cultural establishment of human rights due diligence is a continuous process. We are committed to progress our policies and procedures and to collaborate with our business partners and suppliers to ensure the same.

4. Compliance Framework and Impacts Assessment

To ensure compliance with human rights due diligence obligations both within EY Switzerland and our supply chain, we have integrated this overarching topic and its sub-topics into our existing compliance framework and annual risk assessment cycle.

EY Switzerland conducts an annual human rights impact assessment to identify significant adverse human rights impacts, determine appropriate remedial measures based on the identified risks, and, in the event of violations, follow our investigation procedure (explained in the next paragraph).

5. Measures

We are taking appropriate action to prevent, mitigate and remediate adverse human rights impacts. The purpose of the measures outlined below is to prevent or minimize adverse effects on individuals and groups and to provide remedies for those already affected.

Within our operations: The implementation of human rights obligations is primarily carried out through adherence to [EY's Global Code of Conduct](#). This is supplemented by policies, initiatives, and activities such as continuous and systematic education and training programs, comprehensive communication including awareness campaigns, and campaigns that support our societal commitment through the voluntary work of our employees. EY has a process in place, which is part of the compliance framework and described under point 6, to address grievances, including those that constitute human rights violations.

In our supply chain: Our responsibility to respect human rights goes beyond our direct business activities and extends to our business partners and suppliers, where we seek to work towards the full implementation of labor rights and maintain an active view of the human rights performance of our direct and indirect suppliers. In accordance with [EY's Global Supplier Code of Conduct](#), we analyze risks of human rights violations in our supply chains and validate our assessments with business partners and suppliers to mitigate risks and address potential negative impacts. We expect our partners and suppliers to comply with our approach, relevant laws and regulations, and the principles of our Supplier Code of Conduct. We strive to support them in meeting these human rights requirements. EY reserves the right to take appropriate measures to ensure compliance with the requirements. If discrepancies are identified, we follow the approach of the investigation procedure to clarify the facts and liaise with the business partner or supplier to take corrective action within a reasonable time frame.

6. Grievance mechanism

EY has an EY/Ethics Hotline in place, which provides a secure and, if chosen, anonymous way for all employees, clients, business partners, suppliers, their employees and others to report any matter or

violations, including human rights violations. Reports can be submitted [here](#). Our ethics hotline is operated by the independent third-party organization NAVEX (<http://www.navex.com>). NAVEX collects information from the whistleblower and forwards the report to a limited and carefully selected group of EY employees for follow-up and investigation.

The notifications received through the hotline are carefully vetted by EY and treated impartially, independently, and confidentially. Any form of retaliation against a whistleblower is prohibited. EY takes this obligation to protect the whistleblower seriously and the internal process is set up accordingly.

After an initial plausibility check, all plausible complaints in connection with alleged violations of human rights obligations amongst others within the meaning of the Articles 964j to 964l of the Swiss Code of Obligations and the Swiss Ordinance on Due Diligence and Transparency in relation to Child Labor, are forwarded to the investigation team. The responsible team reviews and evaluates the facts of the case. The case is decided by the responsible ethics committee. Where necessary, appropriate remedial measures will be taken in line with EY's Sanctions policy and other measures deemed appropriate.

Further information on the possibility to submit reports in connection with EY can be found on the website of the [EY /Ethics Hotline](#).

7. Governance and monitoring

The overall responsibility for this Human Rights Statement lies with the Swiss Management Committee, which includes executives from all EY business functions and service lines. Operational responsibility for the design, management and implementation is mainly anchored in EY Switzerland's sustainability team. Appropriate measures are coordinated, implemented, communicated and documented in cooperation with the General Counsel Office, Risk Management, and compliance related functions such as Human Resources and global Procurement. In this cross-functional working group, upcoming human rights issues, regulatory changes and possibly necessary improvements to the overall due diligence concept are examined and implemented in supervisory by the Swiss Management Committee.

Basel, 24 January 2025

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