

Freedom of Association Statement

Freedom of association is a fundamental human right recognized by the UN Global Compact as well as international labor standards, including the International Labour Organization (ILO) conventions and the Corporate Social Responsibility and Disclosure (CSRD) guidelines.

Ottobock upholds the freedom of association. We recognize the importance of workers' rights to form and join trade unions or other representative bodies of their choosing, as well as the right of employers to organize and engage in collective bargaining in accordance with all applicable laws and regulations. This applies to all employees to ensure fair working conditions globally.

Our commitment to freedom of association includes, but is not limited to, the following principles:

1. Non-discrimination & no retaliation:

We ensure that all workers, without distinction, have the right to freely associate and participate in the activities of their chosen representative organizations. Discrimination based on union membership or activity is strictly prohibited. We guarantee that there will be no retaliation or reprisal against employees who choose to exercise their right to freedom of association or submit grievances.

2. Collective bargaining & faithful interaction with workers' representatives:

We recognize the right to collective bargaining as an essential component of freedom of association. Ottobock is committed to engaging in good-faith negotiations with workers' representatives to reach agreements on terms and conditions of employment and will provide information necessary for meaningful bargaining. Any interference with trade unions or other representative bodies is prohibited. Ottobock.

3. Monitoring & compliance:

We regularly assess our practices to ensure compliance with relevant labor standards. Ottobock is committed to continually improving our policies and procedures to align with the evolving landscape of labor rights.

By upholding these principles, we reaffirm our dedication to promoting a workplace environment that respects and supports freedom of association in accordance with international labor standards and corporate social responsibility commitments. This commitment extends to all levels of our operations, both within our organization and across our supply chain. The management and all executives are responsible to act in accordance with this statement. They guide all employees as a role model and through their behavior.

Duderstadt, January 11, 2024

A handwritten signature in blue ink, appearing to read 'O. Jakobi', with a large, sweeping flourish extending from the bottom of the signature.

Oliver Jakobi
CEO