



People Policy

November 2022



TABLE OF CONTENTS

1. Purpose.....	3
2. Scope of application	4
3. Principles	4
4. Report of misconduct.....	6



1. Purpose

Montana Aerospace AG and its subsidiaries, as an industrial group operating worldwide (**Montana Aerospace or Montana Aerospace Group**), stand up for ethical and sustainable behavior across business practices and divisions. Montana Aerospace includes all companies in which we have a direct or indirect interest of a minimum of 50% or in which we exercise control in a different way. This includes also joint ventures where we have a controlling interest.

As described in our Code of Conduct, the Group pursues responsible corporate management, guided by the principles of integrity, honesty, sustainability and transparency. Running a global business and operating through different regions and cultures, we are aware that there are particular concerns and needs which require intercultural awareness and sensitivity.

The purpose of this Group Policy is to establish the reference principles and commitments adopted by the company for the protection and promotion of human rights in the conduct of business activities and in any context in which it operates. Through this policy, Montana Aerospace shows its commitment to respect the rights and standards recognized in the Principles of the International Bill of Human Rights, the EU Convention on Human Rights, the UN Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) and the ETI (Ethical Trading Initiative) Base Code as stated in our Code of Conduct. Montana Aerospace undertakes to respect and promote human rights through the strict observance of the applicable laws in all countries of activity.

Moreover, to fulfill the aim of providing the employees with a safe, flexible and respectful environment, this policy is targeted at specifying and solidifying our commitment toward the workforce. This policy shall guarantee that all our employees are able to work in a setting free from any form of harassment or discrimination. We acknowledge that as an employer we carry responsibility for our employees and are proactive about shaping their well-being. That is why we aim at providing our employees with chances for personal development in a healthy and engaging working environment.



2. Scope of application

Every effort is made by Montana Aerospace to ensure that everyone impacted is aware of these policies and understands the relevance of this document. Montana Aerospace and its direct and indirect subsidiaries, all employees, contractors, management, agency personnel, business partners and anyone else whom employees come into contact with is requested to comply with this people policy. It applies not only to the behavior on-site but also during all work-related duties such as conferences, training or business meetings.

The policy is overseen by the Board of Directors and the Group Management Board.

3. Principles

We, as Montana Aerospace, stand up for ethical, sustainable business practices and human rights.

Montana Aerospace does not tolerate any form of forced labor or child labor, including modern forms of slavery and human trafficking. The Group shares the opinion that every child must be protected against commercial exploitation as well as any kind of work that is hazardous or may affect education, health or personal custody of the child.

We take responsibility for our employees to be treated with respect, which is one of our core values. We foster a positive culture of consideration between all employees and emphasize creating a climate where all employees and business partners are treated with trust and fairness.

The Group focuses on fair working conditions and social security while enforcing the freedom of opinion and freedom of expression. Montana Aerospace reaffirms its commitment to the freedom of assembly, and the right to collective bargaining of our staff and does not discriminate against unions or union staff.



We, as Montana Aerospace, are dedicated to creating a work environment characterized by equality and inclusion.

Montana Aerospace fosters the diversity and inclusion of the people in its workforce. We believe that our workforce is one of Montana's main strengths and we are committed to actively increasing the ratio of underrepresented groups in our company.

We stand up for equal opportunity and treatment, irrespective of ethnicity, skin, color, gender, disability, family status, religion, ideology, age, faith, nationality, sexual orientation, social background and political conviction. The basis for recruitment and development is qualifications, skills and experience. This approach is mirrored in our job architecture and compensation strategy ensuring a merit-based reward and promotion system.

In pursuing these goals, Montana Aerospace does not tolerate disrespectful or inappropriate behavior or any form of harassment. Following this policy, harassment is defined as any verbal, written, or physical conduct that disrespects or expresses hostility or aversion toward a person because of their race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, or any other characteristic protected by law.

We, as Montana Aerospace, promote a healthy and safe workplace, where employees feel valued and receive development opportunities.

We are committed to a safe working environment and the protection of our employees. To this end, we foster a safety-first culture and continuously work to optimize our processes. We adhere to the highest standards of safety and hygiene through continuous training and developed onboarding experiences.

We operate in compliance with applicable wage, work hours, overtime and benefits laws and international labor standards.

In this sustainable environment, we provide our employees with the opportunity for personal development, skill growth, knowledge as well as career advancement. We invest in the capabilities of our workforce and commit particularly to the support of talent.



Montana Aerospace respects its employee's privacy and acknowledges the confidential nature of personal information. We, therefore, protect and secure private information. Above all, we limit and monitor access to sensitive data.

We, as Montana Aerospace, pursue business relations with partners that are committed to our values and principles

We commit to our ideals and work hard to promote them. Morally, ethically and legally sound behavior of all employees is critical and the core of our corporate culture. Every single employee as well as our business partners should adhere to these standards.

We ensure to comply with all applicable laws and regulations of the countries where we do business and respect their social norms. Suppliers are to be chosen not only based on quality and safety but also based on their anti-corruption practices, sourcing, human rights due diligence and safety standards. We expect that our suppliers respect all labor rights, legally mandated minimum wages and benefits, health protection and safety, anti-corruption and integrity, export compliance and due diligence as well as confidentiality.

4. Report of misconduct

Every stakeholder may become aware of violations of this policy or our Code of Conduct. The stakeholders are encouraged and free to report any such misconduct identified by them through the following means:

Reporting misconduct via the anonymous online reporting tool on the company website:

<https://montanaaerospace.integrityline.com/frontpage>

Reporting to the Montana Aerospace Group compliance department:

compliance@montana-aerospace.com

All reports shall be carefully investigated and treated confidentially following our Whistleblower Regulation which aims at identifying and managing human rights violations, potential risks or negative impacts promptly.



Additionally, employees of Montana Aerospace may also use the following reporting channels:

- Report to the management of the respective division
- Report to the direct superior
- Report to the competent legal or HR department of the respective Montana Aerospace division

No reprisal or retaliatory action will be taken against any employee for raising concerns under this policy.

Any employee who breaches this policy will face disciplinary action, which in the most serious of cases could result in dismissal for misconduct or gross misconduct. The company may terminate its relationship with other individuals and organizations, including suppliers, working on its behalf if they breach this policy.

This policy is aligned with the Company's Code of Conduct which can be found at <http://montana-aerospace.com/investors-relations>