

# Responsible Business Policy

## On's Commitment to Responsible Business

The purpose of this document is to outline On's responsible sourcing practices and commitments related to its business activities. This Policy extends to all suppliers and vendors that On has a business relationship with. This includes manufacturers, suppliers, customer service providers, subcontractors and other vendors, service providers, and partners that support On's business activities globally (hereinafter "Business Partner(s)").

Our requirements include that Business Partners must show a robust management system inclusive of a due diligence process, to prevent instances of violations to our Responsible Business Policy, and that remediation procedures are in place if issues are identified.

We expect all our Business Partners, involved in both our upstream and downstream operations, to comply with our Responsible Business Policy. In addition, Business Partners shall ensure that their subcontractors comply with the standards outlined in On's Responsible Business Policy and shall demonstrate a robust management system for detecting and preventing child labor within their value chain. For segment-specific details, please refer to our website for the most updated policies.

### International Frameworks

Our commitment to upholding human rights is in accordance with the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the ILO Core Conventions, the United Nations Universal Declaration of Human Rights, and Guiding Principles on Business and Human Rights.

For our Responsible Manufacturing activities, we also reference The Organization for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Business Conduct.

Where local or national law conflict with international human-rights standards, we require compliance with the law while seeking to uphold international standards.

## Child Labor

There shall be no use of the labor of any person less than 15 years of age, or of any person not yet past the national legal age of compulsory schooling or minimum working age, whichever is higher. Juvenile workers (ages 15-17 years old) shall not perform any work that is likely to harm their health, safety, and development. Juvenile workers shall not be employed at night, work for long hours, or perform hazardous labor.

In addition to not using child labor, all Business Partners must show a robust management system to prevent instances of child labor and remediation procedures where child labor is identified. Forms of child labor are referenced in ILO Conventions 138 and 182.

## Labor Migrants

Where our Business Partners employ migrant workers, they must ensure fair treatment of workers throughout their journey, starting from recruitment, day-to-day employment under recognized employment contracts, and repatriation processes. There shall be no fees and related costs charged to workers, or deception during the recruitment stage. The employer should not discriminate, retain personal documents, or restrict workers' movement during their employment. The Business Partner should also pay any worker repatriation costs.

## Diversity, Equity, and Inclusion

At On, we are committed to creating work environments that are fair and inclusive, where all team members can succeed regardless of gender, race, social or ethnic origin, sexual orientation, age, disability, religion, pregnancy, political opinion, trade union membership, nationality, social origin, or other distinguishing characteristics.

We expect all Business Partners to share these same standards for their employees. We expect all employees employed by our Business Partners to have equal rights (such as women or migrant workers) and thrive in their workplace. All employees and workers should have their basic human rights guaranteed at the workplace, including the right to be recruited, hired, paid, promoted, and retained without discrimination on the basis of any criteria prohibited by local laws, including but not limited to race, sex, and age.

## Transparency

On is committed to creating and fostering an equitable workplace experience for all. Transparency is critical to creating positive change.

We encourage employees of our Business Partners, community members, and other stakeholders to report any concerns, issues, or non-compliances in connection with

this Policy. Submissions can be done anonymously. Concerns, issues, and/or non-compliances may be reported in good faith through On's Speak Up Hotline - if done by phone, use the company identifier "664534".

All reports made in good faith will be kept confidential upon request to the fullest extent possible, subject to compliance with applicable law. Business Partners shall not retaliate or take disciplinary action against any worker who has, in good faith, reported violations or questionable behavior.

## **Capacity Building**

As part of our commitment to Responsible Business, we work in equal partnership with our Business Partners to provide training and capacity building where it is mutually beneficial. We proactively support our upstream Business Partners on topics such as local labor laws, chemical health and safety best practices, industrial relations, and collective bargaining agreements.

## **Confidentiality and Information Security**

Business Partners shall protect confidential information from unauthorized disclosure and misuse while protecting On's reputation. Our Business Partners shall ensure that confidential data is stored carefully, that information is not forwarded or made available to unauthorized persons, and is only used for the agreed business purpose within On.

Our Business Partners shall also comply with any applicable insider trading laws. Insider trading involves trading in a public company's securities (such as buying or selling On shares) while having material non-public information.

The discussion of confidential information in public and social media, or the unauthorized disclosure of confidential information about the company or its customers to third parties, such as the media or competitors, shall constitute a breach of confidentiality and may also constitute an antitrust violation.

When collecting, storing, processing or transferring personal data relating to On employees, On customers or other third parties, our Business Partners must take care and maintain strict confidentiality, while also observing all applicable laws and rules (such as data protection or unfair competition laws).

## **Anti-corruption and Bribery**

Business Partners shall comply with all applicable anti-corruption and anti-bribery laws and regulations, including the U.S. Foreign Corrupt Practices Act (FCPA). In particular, Business Partners shall not tolerate, permit or engage in bribery, corruption, fraud or

unethical business practices in dealing with other business partners, public officials or On representatives and employees. Business Partners shall not offer, promise, give or authorize to give any cash, favours, gifts, entertainment or anything else of value to On's team members or to any public official with the intention of inducing or influencing that person to act or refrain from acting in relation to the performance of their duties or to act improperly.

## **Environmental Impacts**

At On we envision a future where every On product is fossil-free and engineered for circularity. This commitment touches on the entire value chain, looking at upstream impacts with our manufacturing-related Suppliers, to downstream impacts with our product use and end-of-life phases. Going beyond environmental compliance across our entire value chain includes continuously assessing energy, air emissions, water, waste and chemical impacts, and engaging in evidence-based abatement activities.

At minimum, we expect our Business Partners to comply with the legal environmental requirements where they operate, and to organize and compile their environmental data in case that it is requested by On.

For activities related to our manufacturing and sourcing activities, we evaluate supplier environmental performance annually on air and greenhouse gas emissions, waste, wastewater, energy, and chemical management using the HIGG Index Facilities Environmental Module (FEM) or other industry standard tool.

## **Sourcing and Manufacturing Activities, and Supply Chain Due Diligence**

On is committed to conducting ongoing human rights due diligence across its manufacturing and sourcing activities, as well as mitigating both supply chain labor and environment-related risks.

## **General Requirements**

On provides a copy of our Responsible Business Policy to all Business Partners. To view our most updated policies please visit our governance document section, which can be found on our website using the following [link](#).