

LABOUR POLICY AND COMMITMENT TO THE BASIC PRINCIPLES OF ILO

Gateway Real Estate AG also expressly aligns its own labour policy and the labour policy required of its subsidiaries and its suppliers with the fundamental principles of the International Labour Organisation (ILO) and its corresponding conventions.

GATEWAY is expressly committed to respecting, complying with and enforcing the United Nations Universal Declaration of Human Rights with its 30 articles and the eight fundamental principles (conventions, core labour standards) of the ILO. This commitment applies both to employees in the company's own division – regardless of the nature of their employment contract – as well as to employees in the value chain.

Freedom of Association and Protection of the Right to Organise

(Convention No. 87, 1948)

Right to Organise and Collective Bargaining

(1949 Convention No. 98)

- GATEWAY protects the freedom of workers, without discrimination, to form and join organisations/unions of their own choosing without prior authorisation, subject only to the condition that they comply with their constitutions.
- GATEWAY upholds the right of workers to form associations, that is, their right to organise (trade unions) and to carry out their activities freely and without restriction or interference. There is protection against any measures directed against this activity.
- GATEWAY is always open to collective bargaining, that is, negotiations with one or more trade unions on wages and working conditions (collective agreement).

Abolition of Forced Labour (Convention No. 105 of 1957)

- GATEWAY condemns all forms of forced labour, that is, forced labour (a) as a means of political coercion or political education or as a punishment against persons who hold or express certain political views or who manifest their ideological opposition to the existing political, social or economic order, (b) as a method of recruitment and use of labour for purposes of economic development, (c) as a measure of labour discipline, (d) as a punishment for participation in strikes, or (e) as a measure of racial, social, national or religious discrimination.

Prohibition of Discrimination in Respect of Employment and Occupation

(Convention No. 111 of 1958)

- GATEWAY outlaws any distinction, exclusion or preference based on race, colour, sex, creed, political opinion, national ancestry or social origin which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation.
- GATEWAY has adopted its own anti-discrimination policy against this background.

Elimination and Prohibition of Child Labour (Convention No. 182 of 1999)

- GATEWAY is committed to eliminating from its supply chain any form of child labour (embracing slavery, child trafficking, and forced labour) that endangers the physical, moral or psychological well-being of children. This includes any work that makes children physically ill or exposes them to sexual abuse, such as working with dangerous machinery or tools and for long hours.
- GATEWAY shall support initiatives that remove children from any work of the aforementioned nature and seek their rehabilitation and social inclusion while addressing the needs of their families; this includes free basic education for children.