

## Equal Employment Opportunity Policy

Mettler-Toledo International Inc. is an equal opportunity employer and makes employment decisions on the basis of merit. We want to have the best available person in every job and our personnel actions and Company policies and practices are based on the principles of Equal Employment Opportunity. Company policy prohibits unlawful discrimination based on race, color, creed, sex (including gender harassment, gender reassignment, and discrimination based on family responsibility, pregnancy, childbirth, or related conditions), sexual orientation, religion, marital status, civil partnership, age, national origin or ancestry, citizenship status, physical or mental disability, medical condition including genetic characteristics, veterans' status, gender identity or expression, or political belief, or any other consideration made unlawful by applicable laws. It also prohibits unlawful discrimination based on the perception that anyone has any of those characteristics, or is associated with a person who has or is perceived as having any of those characteristics.

The Company is committed to compliance with all applicable laws providing equal employment opportunities. This commitment applies to all employees involved in Company operations and prohibits unlawful discrimination by any employee of the Company, including supervisors and coworkers. Violations of this policy will not be tolerated and any employee who violates this policy can be disciplined, up to and including termination. This policy applies to all conditions of employment, including but not limited to hiring, recruitment, selection, compensation, benefits, promotion, transfers, layoffs, disciplinary action, termination, recall from layoff, Company-sponsored training, and educational assistance. This policy also applies to Company social and recreational programs.

The Company will make reasonable accommodation (except where such accommodation would cause the Company undue hardship) to ensure candidates and employees with disabilities have equal opportunities in the workplace, including in recruitment, training, promotion opportunities, and access to work. We invite candidates and employees with disabilities who may require reasonable accommodation to inform Human Resources.

The Company encourages all employees to inform Human Resources of any policy or practice they perceive to be unjustified or discriminatory. The Company will commit the necessary time and resources, both financial and human, to achieve the goals of Equal Employment Opportunity.

To help the Company meet its goal of being an Equal Employment Opportunity employer, we follow an Open Door policy and a complaint resolution process within each of the company's business units. The Company's Human Resources Managers are appointed as Equal Opportunity Officers at their respective business units.

As a reminder, assertions of discrimination in employment or harassment of any kind are taken very seriously and should be immediately reported to your supervisor or Human Resources Manager for investigation. An employee endeavoring to review Mettler-Toledo's policies of Equal Employment Opportunity may do so during normal business hours through his or her Human Resources Manager. You can also find the METTLER TOLEDO governance documents, including the Vision, Values, and Code of Conduct, on the corporate intranet at [http://one.mt.mtnet/global/topic/guidelines\\_and\\_policies](http://one.mt.mtnet/global/topic/guidelines_and_policies).

Confidential reporting of any concerns can be made by writing an e-mail to the corporate Ombudsman at [Ombudsman@mt.com](mailto:Ombudsman@mt.com), calling an externally hosted hotline at +1-800-916-3542, or electronically by accessing <http://one.mt.mtnet/group/help/Pages/ombudsman.aspx>. The Company will never retaliate against an employee for a report made in good faith.