

# Mettler-Toledo International Inc.

## Statement on the Environment, Human Rights, and Transparency in the Supply Chain

### **Annual Report and Policy Statement for January 1, 2024 – December 31, 2024 ("Statement").**

Mettler-Toledo International Inc. and its subsidiaries, which are listed in Exhibit 21 to our Annual Report filed on Form 10-K (collectively "METTLER TOLEDO"), are committed to conducting business ethically, legally, and in a socially responsible manner. This Statement details our policy and efforts relating to human rights and the environment, both in our own business activities and in our supply chain. The commitments, policies, and processes outlined in this Statement apply throughout METTLER TOLEDO and our entire global supply chain.

Where applicable, this Statement complements other METTLER TOLEDO reports filed to comply with various regulatory requirements and other policies implemented by local METTLER TOLEDO business units. This Statement reflects the requirements of the UK Modern Slavery Act, the California Transparency in Supply Chain Act, the German Act on Corporate Due Diligence Obligations in Supply Chains ("LkSG"), and certain regulatory requirements in other jurisdictions.

### **Policy and Commitments**

The METTLER TOLEDO Ethical, Social, and Quality Standards, available at [www.mt.com/policies](http://www.mt.com/policies), outline our own commitments to the environment and the topics of slavery, human trafficking, and human rights. The METTLER TOLEDO Business Partner Code of Conduct, available at [www.mt.com/policies](http://www.mt.com/policies), requires each of our external business partners, including our suppliers, to uphold similar commitments related to the environment, safe working conditions, and a healthy work environment for all their workers.

### **The Environment**

The METTLER TOLEDO Environmental Policy, available at [www.mt.com/policies](http://www.mt.com/policies), which describes our commitments to reduce energy consumption and greenhouse gas emissions, reduce waste and increase recycling, emphasize and expand the sustainable features of our products, and ensure responsible sourcing and sustainable conduct throughout our supply chain.



**METTLER TOLEDO**

The METTLER TOLEDO Ethical, Social, and Quality Standards further summarize our commitments to do business in an environmentally responsible manner that minimizes adverse impacts on the environment, maintain compliance with applicable environmental laws and regulations, and use resources wisely, including by reducing emissions, conserving natural resources, avoiding hazardous materials, and engaging in activities that reuse and recycle. Our METTLER TOLEDO Business Partner Code of Conduct subjects our partners, including suppliers, to similar commitments.

### **Human Rights**

Our METTLER TOLEDO Ethical, Social, and Quality Standards summarize our commitments to upholding universal human rights and creating safe and healthy work environments. METTLER TOLEDO does not use child labor, slavery, or forced, indentured, or involuntary labor. Our commitments are reinforced throughout the organization in the METTLER TOLEDO Code of Conduct, available at [www.mt.com/policies](http://www.mt.com/policies). In making our commitments we are guided by international standards, including the International Labour Organization ("ILO") Declaration on Fundamental Rights and Principles at Work and the ILO Conventions. Local policies and local application are additionally guided by local laws and market conditions.

Our METTLER TOLEDO Business Partner Code of Conduct requires each of our external business partners, including suppliers, to commit to safe working conditions and a healthy work environment for all their workers. Specifically, our business partners must commit to uphold the human rights of their workers and employ them according to labor laws and regulations, including with respect to freedom of association, working hours, and mandating a minimum, living, or decent wage. METTLER TOLEDO requires our business partners to create and maintain an environment where all their employees are treated equally, with dignity and respect, and they cannot use child labor, slavery, or forced, indentured, or involuntary labor. Trade or trafficking of human beings is expressly prohibited.

### **Management and Oversight**

Each year, under the direction and supervision of our Chief Financial Officer, METTLER TOLEDO conducts a comprehensive enterprise risk assessment, which includes risks related to the environment, human rights, forced labor, and supply chain transparency. The Board of Directors receives the full results of the annual enterprise risk assessment, including an evaluation of the risks presented and a detailed description of the actions taken to mitigate these risks. The Audit Committee of the Board of Directors reviews the results of the enterprise risk assessment in detail with management on an annual basis and reports on its review to the Board of Directors each year.

Our local business unit management, with oversight by our METTLER TOLEDO Group General Management Committee, is responsible for implementing policies, practices, and strategies that are consistent with the commitments outlined in this Statement. Our Head of Supply Chain, reporting to the Chief Executive Officer and a member of the Group Management Committee, is responsible for implementing supply chain strategy consistent with our commitments described in this Statement. Within our supply chain organization, a dedicated procurement excellence team has monitoring and strategic implementation responsibility of our Responsible Sourcing Guidelines, available at [www.mt.com/policies](http://www.mt.com/policies). In accordance with the requirements of the LkSG, we have appointed a human rights officer (Menschenrechtsbeauftragter), who reports regularly (at least once a year) and on a case-by-case basis to senior management on compliance with this Statement.

## Risk Analysis

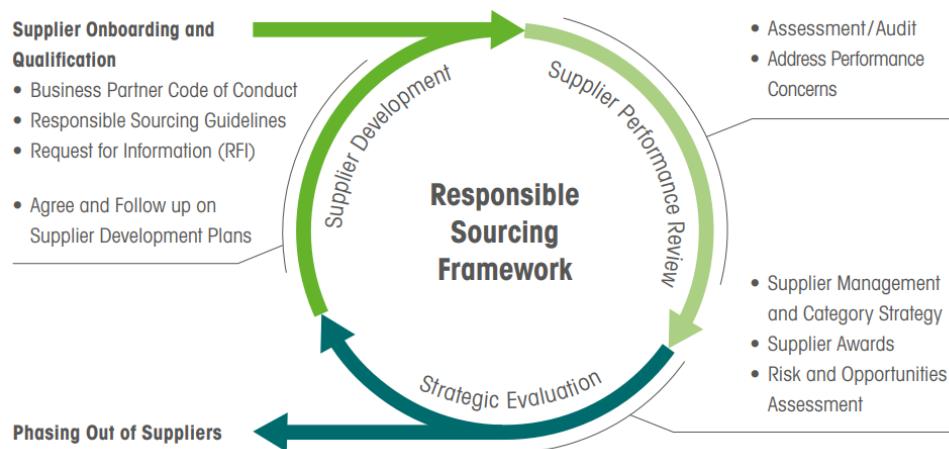
In our facilities, we primarily employ a highly skilled workforce due to the complexity of our products. This means we are not at risk of direct use of child labor, forced labor, or compulsory labor. For the same reasons, and considering the locations of our suppliers' facilities, we expect the risk that our suppliers use child labor, forced labor, or compulsory labor to be similarly low.

To confirm this expectation in our own facilities, we have completed self-assessment questionnaires and audits, including third-party audits, and utilize third-party supply chain transparency platforms.

With respect to our direct suppliers, we conduct an annual Risks and Opportunities assessment. This assessment assigns relative human rights and environmental risk ratings to each of our key direct suppliers based on objective criteria, including geography and industry. We supplement this assessment with real-time incident monitoring using a supply chain intelligence monitoring tool and are implementing a supply chain transparency platform, which will include self-assessment questionnaires and independent, third-party audits conducted at supplier sites.

## Preventive Measures

Responsible Sourcing Framework: To mitigate the risk that there are environmental and human rights violations in our supply chain, we have implemented a Responsible Sourcing Framework. Our Responsible Sourcing Framework outlines the main elements, tools, and process steps to ensure responsible behavior and promote global best practices within our global supply chain. Our Business Partner Code of Conduct and our Responsible Sourcing Guidelines, both of which are available at [www.mt.com/policies](http://www.mt.com/policies), are two key elements of our Responsible Sourcing Framework.



Policies & Training: Our policies and expectations that our employees and suppliers uphold the highest standards with respect to human rights and the environment are communicated internally via our Code of Conduct and externally via our Business Partner Code of Conduct.

Our Code of Conduct applies to all our employees and each employee receives Code of Conduct training annually. Additionally, we have trained all our category and regional procurement managers to identify and respond to human trafficking and forced labor red flags, and we regularly address responsible sourcing topics in employee town halls and strategy discussions with our procurement teams.

We require all our key direct suppliers to commit to our Business Partner Code of Conduct or an equivalent set of standards. Our METTLER TOLEDO General Terms and Conditions of Purchase, available at [www.mt.com/supplierportal](http://www.mt.com/supplierportal), require our suppliers to comply with all laws, regulations, and standards, and establish our right to conduct supplier audits. We conduct annual supplier engagement campaigns focused on improving the human rights and environmental performance of our suppliers.

We also host annual supplier days in the United States, Switzerland, and China. These interactive sessions include sustainability workshops and are an opportunity for us to reinforce our responsible sourcing expectations directly and in person with our suppliers.

**Audits and Monitoring:** Ongoing audits are a major component of our Responsible Sourcing Framework. We use in-house audit teams to assess the ESG impacts of our suppliers as part of a broader quality-related assessment. We ensure our internal auditors receive regular training, and we work with external experts to update audit procedures and checklists.

We leverage our Sedex membership to expand our audit capabilities. As a Sedex member, we can map our supply chain, identify higher risk suppliers, and request them to have a social ethical audit (Sedex Members Ethical Trade Audits (SMETA)). We can then work with our suppliers to improve their business practices to create safe working conditions in regions where we source.

**Indirect (lower tier) Suppliers:** With respect to our suppliers with whom we do not have a formal contractual relationship, but whose supplies are nevertheless necessary for the production of our products or for the provision and use of our services, we conduct the processes described in this report when there is an actual indication that suggests that a violation of a human rights-related or environment-related obligation has occurred.

### **Remedial Measures**

We take immediate corrective action to prevent, end, or minimize all violations of the expectations described herein or of applicable law. With respect to our suppliers, the responsible purchasing manager is tasked with immediately preparing a corrective action plan with an associated schedule for correcting the violation. Suppliers that violate our expectations will be removed from our preferred supplier programs and, in the event of serious violations or if no corrective action plan can be implemented, we reserve the right to terminate our relationship with our supplier.

### **Complaints**

We require all employees to speak up if they witness wrongdoing or suspect wrongdoing within our organization, including our supply chain. Reporting channels are also available for external stakeholders to speak up if they have concerns or have witnessed or suspect wrongdoing. Employees and other stakeholders may contact our Ombudsman or the Board of Directors, via the Lead Director, through various reporting channels, including with the option to report matters on a confidential and anonymous basis.

### **Reporting**

We believe accurate and meaningful disclosure is important to ensure transparency and alignment with the interests of our various stakeholders. We are committed to continuing disclosure on the implementation of our Responsible Sourcing Framework and supplier engagement programs annually in our Corporate Responsibility Report. We also file annual reports where required by law, which can be accessed on our website at [www.mt.com/legal](http://www.mt.com/legal).

## **Review**

We regularly review the expectations and processes described above. Our risk analysis includes continuous monitoring of risk developments, and we supplement our analysis with any real-world incidents we may experience.

Approved by the Mettler-Toledo International Inc. Board of Directors in February 2025