

## Mettler-Toledo International Inc.

### One Team Policy

**At METTLER TOLEDO, we are very proud of our One Team culture. In this policy, we elaborate on what One Team means, in the belief that this powerful phrase will continue to inspire METTLER TOLEDO employees to perform at their best and uphold our Vision and Values.**

We work together with fellow employees worldwide toward common goals; uniting a team of many thousands of people that showcases unique skills and talents. We foster an inclusive One Team culture. We value individuals from around the world and want to leverage the thinking, skills, experience, and working styles of our employees to achieve our goals.

We have a comprehensive, global Equal Employment Opportunity Policy and make our employment-related decisions based on job qualifications, skills, experience, merit, and development potential. We want to have the best available person in every job.

We believe in always treating each other with respect and fairness and we prohibit unlawful discrimination and harassment based on:

- Race or color;
- Sex (including family responsibility, pregnancy, childbirth, or related medical conditions, gender identity or expression, and sexual orientation);
- Religion, creed, and religious belief;
- Political activity or beliefs;
- Marital or relationship status;
- Age;
- National origin, ancestry or citizenship status;
- Military or protected veteran status;
- Physical or mental disability, or medical condition;
- Genetic information; or
- Any other protected category/characteristic.

We design our recruiting, training, and engagement practices to attract, develop, and retain the best employees. We have numerous local and regional programs across the world to help us grow our employees.

We follow applicable laws to offer reasonable accommodations.

By investing in and embracing our One Team philosophy, all employees can add their contributions toward making METTLER TOLEDO an exceptional place to work and where everyone feels valued and included. In doing so, we remain committed to our Vision and Values and continue to foster our positive One Team culture together.



**METTLER TOLEDO**