

## DECLARATION OF PRINCIPLE ON RESPECT FOR HUMAN RIGHTS

### Of the Flottweg SE

#### I. Foreword

As a medium-sized company in the field of special machine construction, we see environmental protection, sustainability and human rights as an obligation and a matter of course. In order to communicate and observe the corresponding values both internally and externally, we have developed a strategy that includes the adoption of this declaration of principles with regard to respect for human rights.

We respect and uphold human rights, such as those included in the UN Guiding Principles on Business and Human Rights and addressed in the German Act on Corporate Due Diligence in Supply Chains.

We are also a member of the UN Global Compact. By joining the UNGC, we are committed to actively supporting the goals of the Global Compact in the areas of human rights, labor standards, environmental protection and anti-corruption. We are also working to continuously improve our products and services in order to minimize our environmental impact and have a positive influence on society.

It is our aspiration to take human rights into account to the best of our ability when carrying out our business activities.

#### II. Procedure for fulfilling corporate obligations under the Act on Corporate Due Diligence in Supply Chains

- For several years, Flottweg has been operating a risk management system that analyzes company-related risks. As part of this, human rights and environmental risks are also identified and assessed.
- Flottweg has decided to use the Ecovadis platform to carry out a regular risk analysis of its suppliers, which must be performed at least once a year. With the help of this platform, we can identify risk suppliers and evaluate them more in detail if necessary. We ask our suppliers for their cooperation in this regard.
- In order to fulfill our corporate responsibility with regard to human rights, we bother to implement preventive measures. This includes, the adoption of this policy statement, as well as the adaptation of our procurement management and the training of employees with direct contact to risk areas.
- If violations of human rights or environmental obligations are identified in our company or our supply chain, we will discuss possible remedial measures within the company and define these in an appropriate manner.
- If you discover or suspect a violation of human rights or environmental due diligence obligations in our company or our supply chain, you have the option of reporting this via our complaints procedure. For more detailed information, please refer to the relevant rules of procedure.

- If we identify a risk within our supply chain with our indirect suppliers, we will endeavor to fulfill the described due diligence obligations towards indirect suppliers as well. In doing so, we also count on the support of our direct business partners and suppliers.
- In order to be able to regularly review the effectiveness of our strategy, the fulfillment of our goals will be documented as far as possible. We will also prepare and publish a corresponding report on these topics at the end of each calendar year.

### III. Priority human rights and environmental risks of the company

Along our supply chain, the following groups of people may be exposed to human rights risks either through our actions or those of our business partners, or as a result of their own actions:

- Own employees (including temporary staff and trainees),
- Employees of business partners,
- employees in our direct and indirect supply chain,
- Groups of people with an indirect link to the supply chain: members of local communities and indigenous peoples.

We see the highest risk here within our supply chain with suppliers in third countries that have their production sites in locations with a low level of compliance with recognized human rights.

### IV. Expectations of employees, suppliers and other business partners

Respect for human rights is also very important to us in relation to our employees. We also ensure that human rights are respected when selecting our business partners, particularly suppliers within our supply chain.

#### 1. Employees

Flottweg's primary goal as an employer is to provide a safe, healthy and pleasant working environment for all employees. This also includes respect for human rights as an employer as well as by our employees.

As an employer, we therefore appeal to our employees to familiarize themselves with the known and communicated human rights and to respect them in the performance of their work activities and in their interaction with colleagues and representatives of our business partners.

#### 2. Business partners (Suppliers)

With regard to our business partners, it is important for us that you respect the principles of ecological, social and ethical behavior and ensure compliance with these principles and human rights in your own companies and your supply chains.

We expect this in particular from all our suppliers and therefore ask them to sign a corresponding confirmation of this declaration of principles. Furthermore, we ask our suppliers for their full cooperation with regard to the fulfillment of our goals and requirements.

Flottweg SE



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