

## Policy Statement on Respect for Human Rights

As an internationally active company, DHG Vertriebs- & Consulting-gesellschaft mbH (DHG for short) respects the value of diverse people and cultures and is committed to conducting all aspects of its business in accordance with the highest ethical standards and in compliance with all applicable laws and regulations. We want to make a strong contribution to respecting human rights along the supply chain.

As DHG, we are committed to the principles of the following internationally recognized frameworks and standards:

- the Universal Declaration of Human Rights of the United Nations (UN)
- the United Nations Guiding Principles on Business and Human Rights (UNGPR)
- the conventions and recommendations of the International Labour Organization (ILO) on labor and social standards.

As part of our due diligence process, we regularly review human rights and environmental risks within the supply chain. Based on this, we develop targeted measures to minimize human rights and environmental risks.

- For risk identification, DHG is, among other things, a member of the amfori Business Social Compliance Initiative (BSCI), in which common standards are set, support and training programs for suppliers are provided and joint audits are organized.
- The essential standards and values from the frameworks as well as our expectations of our business partners are set out in our "Supplier Code of Conduct", which is binding for all business partners.
- DHG will be guided by these standards when selecting its suppliers and will demand continuous compliance with this code by suppliers during the provision of services.
- The identified risks are minimized through preventive measures that encompass the entire company as well as DHG's business partners after prioritization has been carried out.
- Internally, the "DHG Code of Conduct" for employees provides orientation for responsible action.
- In order to identify future adverse effects of our corporate actions at an early stage, we have introduced a complaints mechanism for our employees and suppliers.
- In the event of violations, DHG has a system in place to prevent, stop or minimize the impact.

DHG's management supervises the implementation of and compliance with the policy statement. The measures taken to fulfil the due diligence obligations are continuously documented within the company. DHG is aware that the implementation of human rights due diligence is a development process. We are on this path and are committed to continuous improvement. Our declaration of principles on respect for human rights is also continuously reviewed and developed accordingly.

Wachtendonk, July 2023