Declaration of Principles on Respect for Human Rights and the Environment

TKH Deutschland GmbH

Implementation of the duty of care according to § 6 paragraph 2
Supply Chain Due Diligence Act (LkSG)

As of January 1, 2024

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1. Commitment to Respect for Human Rights and the Environment

TKH Deutschland GmbH and its subsidiaries are aware of its corporate responsibility to respect human and environmental rights. We can only be successful as a business in the long term if we take into account the impact of our actions on people and the environment. We are therefore committed to respecting human rights and environmental concerns within our own business activities and in our global supply chains, to prevent or avoid their violation, to minimize them and to provide those affected with access to remedies.

2. International References

We have included provisions regarding the respect and protection of human rights in both our Code of Conduct and our Code of Supply. Our policy is not to tolerate any violation of human rights. We use the OECD Guidelines as a reference framework to enable us to quickly identify potential risks. These OECD Guidelines refer to the Universal Declaration of Human Rights, which states that all parties in society, including companies, have an obligation to respect and protect human rights. As part of the assessment we carry out with suppliers as part of our Code of Supply, we ask suppliers about their human rights record and discuss possible areas where discrimination, the right to social security, and the risk of child labor in the value chain. The assessments carried out with suppliers have not revealed any violations of human rights. In case of violations, the business relation will be reconsidered.

3. Relevant Human Rights and Environmental Issues and Potentially Affected Vulnerable Groups

We recognize that our business activities and global supply chains have the potential to cause adverse impacts on human and environmental rights. We oppose any disregard for internationally recognized human rights and working conditions.

In particular, we stand up for the following human and environmental rights:

- Prohibition of child labor
- Prohibition of slavery and forced labor
- Prohibition of discrimination
- Appropriate remuneration for work performance
- Respect for labor rights and occupational safety

- Protection of the right to form a coalition, association and collective action
- Lawful use of private and public security forces
- Protection of land rights
- Protection of environmental rights

In our efforts to respect human rights, we focus in particular on the following vulnerable groups along our supply chain:

- Employees at national and international locations, including interns, student trainees, temporary workers and apprentices
- Employees at national subsidiaries, including interns, working students, temporary workers and trainees
- Employees in the supply chain of suppliers and service providers

4. Expectations of our Suppliers

With our standards, we oblige all employees worldwide to behave appropriately and lawfully towards colleagues, business partners and suppliers. We expect our business partners and suppliers to also commit to respecting human and environmental rights, to establishing appropriate due diligence processes and to passing on these expectations to their own suppliers.

5. Our Approach to Implementing Human Rights and Environmental Due Diligence

Respect for human and environmental rights is an ongoing process. The implementation of specific measures is subject to constant review and further development in line with changing conditions and our business activities.

In order to meet our human rights and environmental obligations under this declaration of principles, we have implemented appropriate due diligence processes and measures and have defined responsibilities. The aim is to manage our supply chains responsibly and sustainably.

5.1. Risk Analysis

A key component of our due diligence obligations is knowledge of potential and actual risks to people and the environment in the company's own business operations and within the entire supply chain. The relevant human rights and environmental risks are

identified, specified and prioritized in a three-stage process. Specific measures can be derived from the findings. The analysis is updated annually and whenever there are significant changes in business activities. Internal Audit covers human rights as part of its auditing activities and asks our managers about their compliance with human rights and whether any potential human rights conflicts could arise, especially in the value chain in which we operate.

5.2. Preventive and Remedial Measures

In order to live up to our responsibility to respect human rights, we rely on the interaction of various preventive measures in our own business area and with direct suppliers. Our primary goal is to protect those potentially affected and to identify, prevent or at least minimize adverse human rights and environmental impacts on them.

In the event that we as a company have directly caused a violation of human rights, we take appropriate measures to end the business activities that caused this violation or to make them compliant with human rights. If we obtain substantiated knowledge of human rights violations in our supply chain, we work with the responsible parties in cooperation with our business partners to develop a corrective action plan to compensate for the human rights violation. Depending on the severity of the violation, we reserve the right to respond appropriately. In case of violations, the business relation will be reconsidered.

5.3. Complaint Management

Appropriate and effective complaint management is an important part of our due diligence processes in order to detect and remedy violations within our company or in the supply chain. We take violations of human and environmental rights seriously and have therefore set up publicly accessible and confidential reporting channels through which those affected can report actual or suspected violations at any time. While maintaining confidentiality and whistleblower protection, information and complaints can be submitted by name or anonymously. The detailed rules of procedure can be found on our website.

5.4. Documentation and Reporting

Addressing human and environmental rights issues is an ongoing process for us. Information on human rights and environmental issues is disclosed as follows:

- in the LkSG report in accordance with § 10 LkSG
- in the sustainability report

- on our website

5.5. Effectiveness Control

The effectiveness of all due diligence processes is reviewed at least once a year and on an ad hoc basis in order to continue to identify, prevent, remedy or mitigate adverse human rights or environmental impacts.

6. Responsibilities for Human Rights and Environmental Due Diligence

We have defined clear responsibilities for fulfilling our human rights and environmental due diligence obligations.
At the highest management level, our executive board is responsible for respecting human rights and the environment in our business activities and in the supply chain. Operational implementation and monitoring in accordance with the LkSG is carried out by the human rights officer. This officer reports to the executive board at least once a year.

Bielefeld, January 1, 2024

Signature(s)
Management