

**POLICY STATE-
MENT ON THE
RESPECT FOR
HUMAN RIGHTS**

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DÜRR GROUP.



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BASIC APPROACH

The Dürr Group is one of the world's leading mechanical and plant engineering firms with extensive expertise in automation and digitalization/Industry 4.0. Our products, systems and services enable highly efficient and resource-saving manufacturing processes in different industries. We supply sectors like the automotive industry, mechanical engineering, chemical, pharmaceutical, medical technology and woodworking industries. The Dürr Group has around 18,400 employees and operates 120 business locations in 33 countries.

As a globally active company, we respect human rights as laid down, for example, in the United Nations (UN) Declaration of Human Rights. With over 30,000 suppliers, our aim is to prevent human rights violations in our global value chain and to promote fair working conditions. We maintain a respectful relationship with our employees, suppliers and business partners and create structures for responsible value creation.

SCOPE OF VALIDITY

This policy statement on the respect for human rights describes our approach to compliance with our corporate due diligence in the area of human rights. It contains binding principles on the respect for human rights and fair working conditions and forms the basis of our social responsibility along our entire value chain.

This policy statement supplements our Group-wide Code of Conduct, our Health and Safety Policy and our Environmental and Climate Policy. It reaffirms and substantiates our corporate due diligence for human rights toward our employees, suppliers and business partners in particular and toward society in general.

We regularly review the policy statement for its validity and update it as needed.

RESPONSIBILITY BEYOND OUR CORPORATE BOUNDARIES

The Dürr Group is committed to respecting human rights and promoting fair working conditions – this applies in particular to dealings with its own employees and direct suppliers. Within the scope of our possibilities, we are committed to implementing these principles with indirect suppliers and other business partners as well. We are committed to respectful interaction with our employees, business partners and other stakeholders, such as investors, the media, politicians, local communities and NGOs.

RESPONSIBLE DEALING WITH OUR OWN EMPLOYEES

In the course of our business activities, we always act according to the maxim of neither causing nor contributing to human rights violations. We always encourage our employees to act in accordance with the principles listed from **page 10** onwards. These principles apply worldwide to members of supervisory boards and comparable supervisory bodies, members of the Board of Management and senior management, executives and all employees of the Dürr Group. In addition, they apply to temporary workers, i.e., persons who are functionally equivalent to employees of the Dürr Group.

If local law at our locations imposes specific human rights or labor law requirements, these shall apply. The principles of this policy statement shall then apply additionally in other respects, even if they voluntarily go beyond the local legal requirements.

RESPONSIBLE SUPPLY CHAIN (DIRECT AND INDIRECT SUPPLIERS)

The Dürr Group expects full compliance with human rights from business partners. For our direct suppliers, our Supplier Code of Conduct applies, among other things. It is a binding part of the contract and a basic requirement for joint collaboration. Failure to comply with our human rights principles may cause the Dürr Group to take appropriate legal action. In particular, the Dürr Group reserves the right to terminate the business relationship in the event of a seri-

ous or repeated violation of our human rights principles. Such steps may be waived, if applicable, if the business partner credibly assures and can demonstrate that they have taken immediate countermeasures in order to prevent future violations. By means of our Supplier Code of Conduct, we instruct our direct suppliers to pass on our expectations to our indirect suppliers as well.

COMMITMENT TO INTERNATIONALLY REGOGNIZED NORMS, GUIDELINES AND STANDARDS

The Dürr Group respects human rights and acts in accordance with the principles of responsible corporate governance.

The following frameworks provide relevant guidelines for us:

- International Bill of Human Rights
- UN Guiding Principles on Business and Human Rights
- Core Labor Standards of the International Labour Organization (ILO)
- OECD Guidelines for Multinational Enterprises
- Ten principles of the UN Global Compact
- Charter of Fundamental Rights of the European Union
- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights

In addition, we support the UN's 2030 Agenda for Sustainable Development. We have identified eight Sustainable Development Goals (SDGs) in connection with our business activities and corporate strategy:

- SDG 4: Quality Education
- SDG 8: Decent Work and Economic Growth
- SDG 9: Industry, Innovation and Infrastructure
- SDG 10: Reduced Inequality
- SDG 12: Responsible Consumption and Production
- SDG 13: Climate Action
- SDG 16: Peace, Justice and Strong Institutions
- SDG 17: Partnership for the Goals

We are systematically expanding our contribution to the SDGs by continuously improving our business practices and products, seizing new opportunities while effectively limiting potential negative impacts on human rights.

ORGANIZATION AND RESPONSIBILITIES

Overall responsibility for human rights and environmental due diligence lies with the Board of Management of Dürr AG. The Corporate Human Resources, Sustainable Supply Chain and Corporate Sustainability departments are primarily responsible for implementing due diligence. In doing so, they are supported by the Corporate Compliance and Corporate Legal departments. The Corporate Human Resources department is responsible for the worldwide coordination of measures for the respect of human rights and fair working conditions within the Dürr Group. Any processes to ensure due diligence within our supply chain are defined, implemented and followed up by the cross-divisional “Sustainable Supply Chain” function. The Corporate Sustainability department provides support in coordinating and dealing with human rights issues.

The implementation and review of compliance with our human rights and environmental due diligence obligations is accompanied and supported throughout the Group by the Human Rights Officer of Dürr AG. The Human Rights Officer is part of the Corporate Sustainability department. She informs the Executive Board and the Dürr Group Management Board regularly (at least once a year) about current human rights issues and any incidents.

All employees in the Dürr Group are obliged to comply with the principles on human rights laid down in this policy statement. The management of the respective Group companies is responsible for the local implementation of and compliance with the due diligence obligations and principles set out herein.

CORPORATE DUE DILIGENCE

RISK ANALYSIS

The Dürr Group is aware that its business activities may involve potential risks with a negative impact on human rights and the environment. On an annual basis and when circumstances require, we investigate the possible negative effects of our business activities on people associated with one of our business areas, products or services as a result of a business relationship. We use the findings from the risk analysis as a basis for defining effective prevention and remediation measures.

In our investigation, we focus in particular on the following groups of people in our value chain who could potentially be negatively affected by the Dürr Group's business activities:

- The Dürr Group's own employees at all locations worldwide, including apprentices, interns, working students, trainees and employees with fixed-term contracts
- Employees of our direct suppliers of production and non-production materials
- Employees of direct service providers including employees with

work and service agreements and contractors

- Members of local communities
- Residents in the vicinity of our locations

As part of our human rights and environmental risk management, we identify actual and potential adverse impacts on human rights and the environment for our own business area and for our supply chain.

For material¹ Group companies, we identify human rights and environmental risks by means of a questionnaire. As a result, we define focus topics to which we align our prevention and remediation measures.

We take a two-step approach to risk analysis for our suppliers:

1. Abstract consideration of risks in our supply chain

We assess human rights and environmental risks based on their severity and probability of occurrence. In addition, we prioritize the assessment results in terms of our ability to influence the respective risk topic. As a result, we have defined focus topics that we will prioritize in the future when working with suppliers.

¹ Materiality is determined by the number of employees and the location.

2. Concrete identification of risks in our supply chain

Based on country-specific indices, we perform a risk classification of the countries of origin of our direct suppliers, from which we derive risk countries. Subsequently, we look at our suppliers above a certain annual purchasing volume per risk country.

PREVENTION AND REMEDIATION MEASURES

The Dürr Group implements prevention and remediation measures to avoid human rights and environmental risks as far as its sphere of influence allows.

In order to prevent negative consequences of our conduct on human rights, we train our employees and make them aware of our corporate values and principles. The training content is based on our risk analysis and will be adapted as required. We organize online safety trainings that are mandatory for all employees. The sessions consist of a basic part for new employees and an annual refresher course. Sustainability training is part of our onboarding process for new employees and is being successively expanded. In order to prepare prospective managers for their future role and their function as role models, they receive in-depth training on various sustainability aspects such as human rights and the environment. In purchasing, we build knowledge and competencies on key human rights issues by means of regular “procurement colleges.” Direct suppliers in risk countries receive special basic training on our understanding of sustainability as well as social and ethical responsibility. We take social

and environmental criteria into account in our purchasing practices by evaluating our suppliers’ treatment of human rights and the environment and selecting suitable suppliers on this basis.

TRAINING SESSIONS AND AWARENESS MEASURES FOR OUR OWN EMPLOYEES

- Training courses on the Code of Conduct of the Dürr Group
- Training sessions on our corporate values and principles
- Compliance training
- Sustainability training for new employees as part of the onboarding process
- Basic and in-depth training courses on occupational health and safety
- Regular refresher courses

MEASURES FOR DIRECT SUPPLIERS AND FOR PROMOTING A RESPONSIBLE VALUE CHAIN

- Binding signature of our Supplier Code of Conduct as a prerequisite for collaboration
- Supplier Code of Conduct as a binding part of our contractual terms and conditions

- Supplier training on human rights as well as social and environmental sustainability
- Definition of minimum social and environmental criteria for direct suppliers
- Selection and evaluation of suppliers based on social and environmental criteria
- Feedback discussions and definition of correction measures for suppliers with anomalies
- Supplier audits with a focus on human rights and environmental aspects
- Exclusion of suppliers from award processes if specified minimum social and ecological criteria are not met

We continuously analyze the risks and impacts of potential human rights violations and derive appropriate measures to best fulfill our human rights due diligence obligations. In order to review the effectiveness of our prevention and remediation measures, we conduct internal compliance audits regularly and when circumstances require, and follow up on relevant information on possible human rights violations.

We reduce the risk of human rights violations at our suppliers through regular and ad hoc on-site audits. In the event of irregularities, we work with the supplier concerned to define individual corrective measures with timeframes and check compliance with them.

REPORTING AND HANDLING OF RULE VIOLATIONS

Cases of failure to respect human rights and serious misconduct must be made known so that they can be appropriately punished and prevented in the future. Information on violations of human rights and possible misconduct – including the requirements of our Code of Conduct and the Supplier Code of Conduct – can be reported at any time, also anonymously, via our publicly accessible whistleblower system, the Dürr Group Integrity Line. We encourage both employees of all Group companies and explicitly external parties, in particular employees of our direct and indirect suppliers, to make use of the Dürr Group Integrity Line in the event of concrete evidence.

DÜRR GROUP INTEGRITY LINE

You have the possibility to use our **reporting system** to report your information.

Alternatively, you can contact our Compliance Officer with your concern:

Dürr AG
Corporate Compliance Officer
Carl-Benz-Straße 34
74321 Bietigheim-Bissingen
+49 7142-78-3328
E-Mail: compliance.officer@durr.com

For further information, please refer to our website at **Integrity Line**.

The Dürr Group investigates all information and reporting of human rights violations and possible misconduct and handles them confidentially and promptly. We assess each report individually and take appropriate action on an individual basis.

The Dürr Group will not tolerate discrimination or retaliation against the person making the report – even if the report subsequently proves to be unfounded. Employees, suppliers and business partners of the Dürr Group as well as third parties will have to expect consequences if they subject whistleblowers to reprisals.

DOCUMENTATION AND REPORTING

In the following publications, we report transparently on our activities for the observance of human rights and on the fulfillment of our social responsibility:

- The annual report as part of the non-financial statement
- Sustainability Report
- Communication on Progress on the implementation of the ten principles of the UN Global Compact
- Website (**Sustainability in the Dürr Group - Dürr Group (durr-group.com)**)

As part of our corporate due diligence and in accordance with the German Supply Chain Due Diligence Act (LkSG), we document our human rights risk management process internally on an ongoing basis. We provide annual information on our human rights-related risk analysis, prevention and remediation measures, and the review of their impact.

CONTINUOUS FURTHER DEVELOPMENT

The process by which we ensure compliance with our human rights due diligence is continuously improved. We therefore regularly review the process against the background of the development of our business as well as national and international laws and standards. When necessary, we adjust our process and, accordingly, our policy statement.

PRINCIPLES

We consider the principles listed below, together with their elaboration, to be a prerequisite for our entrepreneurial activity. They apply in addition to our Code of Conduct.

CHILD LABOR AND YOUNG EMPLOYEES

We reject any form of child labor without exception.

Within the Dürr Group, we ensure compliance with the minimum age for regular employment in accordance with respective national regulations and do not employ children below the legal minimum age². We ensure that young employees under the age of 18 do not work night shifts or overtime and are protected from working conditions³ that are harmful to their health, safety and development.

We also require our suppliers to comply with the ban on employing children below the legal minimum age without exception. We ask them to ensure that young employees under the age of 18 do not work night shifts or overtime and are protected from working conditions⁴ that are harmful to their health, safety and development. In addition, we require that the tasks of young employees do not interfere with their school attendance.

² ILO Convention No. 138

³ ILO Convention No. 182

⁴ ILO Convention No. 182

⁵ ILO Convention No. 29, No. 105 and Protocol of 2014 to the Convention on Forced Labor

⁶ National statutory period of notice or collective agreement or employment contract

⁷ Examples are the ILO Labor and Social Standards, the Social Accountability Standard SA8000 or the Occupational Health and Safety Management System ISO 45001 of the International Organization for Standardization

FORCED LABOR AND HUMAN TRAFFICKING

We reject any form of forced or compulsory labor and are strongly committed to the prohibition of human trafficking and modern slavery⁵.

Human trafficking is the recruitment, transportation or harboring of people under (the threat of) force, fraud or deception, with the possible aim of exploiting them for labor. Labor exploitation concerns forced labor and underpayment.

Employment relationships in the Dürr Group must fundamentally be on a voluntary basis and can be terminated in compliance with the applicable notice period⁶.

HEALTH AND SAFETY

We act in accordance with applicable laws and international standards⁷ regarding health and safety in the workplace and ensure safe working conditions.

We are committed to creating and designing a safe, secure and healthy work environment. Our aim is to preserve and promote the safety and health of all persons affected by the business activities of the Dürr Group. In order to prevent accidents at work and occupational diseases, we provide a safe working environment and promote

preventive measures to maintain employee health. Safety regulations and practices apply both to employees of the Dürr Group and to external employees in a contract relationship.

FREEDOM OF ASSOCIATION, RIGHT TO COLLECTIVE BARGAINING AND RIGHT TO STRIKE

The Dürr Group recognizes the right of its employees to participate in lawful employee interest groups, to engage in collective bargaining to regulate working conditions and – subject to applicable law – to strike⁸. We enable our employees to assemble and unite peacefully, especially in the area of politics, trade unions and civil society. We expect the same from our suppliers and business partners.

TOLERANCE, EQUAL OPPORTUNITIES AND PROTECTION AGAINST HARASSMENT

We foster an inclusive culture where diversity is valued and accepted and everyone can reach their full potential. This refers to employees and business partners with different nationalities, cultures, religions and perspectives on life.

We ensure equal opportunities and equal treatment in the workplace. We treat all individuals and groups equally, regardless of personal or genetic characteristics, including gender, skin color, nationality, ethnic or social origin, language, religion or belief, political or other opinion, membership of a national minority, wealth, birth, disability,

age or sexual orientation. We do not tolerate discrimination, sexual harassment, corporal punishment, psychological or physical coercion or verbal or sexual abuse.

REMUNERATION

We base remuneration on the applicable laws, supplemented by the relevant national minimum wage laws, and are guided by the respective national labor market. In doing so, we ensure appropriate remuneration on a contractual basis. We inform our employees clearly, in detail and regularly about the composition of their pay.

WORKING CONDITIONS

We see transparent, written employment contracts as the basis of an employment relationship. We stand for fair working conditions and comply with applicable national laws and international labor standards regarding maximum permissible working hours and vacation regulations. We ensure that working hours (including overtime) do not exceed the respective legally permissible maximum limit. We generally grant our employees at least one day off every seven days.

CLIMATE AND ENERGY

Our goal is to reduce greenhouse gas emissions and minimize the impact of our business activities on people and the environment – at our own locations and in our global supply chain. For the protection

⁸ ILO Conventions No. 89 and No. 98

of the environment, we strive to reduce energy consumption at all our sites. With our climate strategy, we have set ourselves scientifically validated climate targets for the year 2030 and are taking comprehensive measures to reduce greenhouse gas emissions. To this end, we also involve our suppliers and support them in reducing greenhouse gas emissions.

ENVIRONMENT

By using natural resources responsibly, we make our contribution to minimizing the impact on people and the environment. In our own entrepreneurial activity, we comply with the prohibition of causing harmful soil changes, water pollution, air pollution, noise emissions or excessive water consumption and we expect the same from our suppliers. We reduce our waste and dispose of it in a professional manner. To the best of our ability, we avoid a negative impact on access to natural fundamentals for the preservation and the production of food and to safe drinking water.

Bietigheim-Bissingen, August 2023



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