

HUMAN RIGHTS, WORKING CONDITIONS AND CORPORATE ETHICS POLICY

Our company is firmly committed to ensuring respect for human rights, fair working conditions and ethical practices in all our business activities. This policy serves as a guide for our employees and all stakeholders along our value chain to ensure that we live up to our responsibilities and contribute to a sustainable and equitable working environment.

Child labour and young workers:

We are committed to not tolerating child labour and to employing young workers in accordance with applicable legal requirements. Our employment policy ensures that the minimum age for workers is respected and that young workers are given adequate training and career opportunities.

Wages and benefits:

We recognise the importance of reasonable wages and benefits for our employees. Therefore, we ensure that our employees receive fair wages and reasonable social benefits which meet their needs.

Freedom of association and collective bargaining:

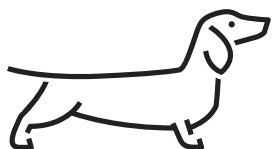
We respect our employees' right to freedom of association and encourage collective bargaining to ensure fair working conditions. Discrimination or reprisals against unionised employees is strictly prohibited.

Working hours:

We place great emphasis on maintaining reasonable working hours to ensure a good work-life balance for our employees. Overtime is kept to a minimum and paid in accordance with applicable legislation and regulations.

Disclosure of information:

We advocate open communication and value timely and comprehensive disclosure of relevant information to our employees, customers and other stakeholders. We are committed to transparency in our business practices and performance.

**Modern slavery:**

Our company condemns modern slavery in all its forms and is committed to ensuring transparent and responsible practices along our supply chain. We expect our suppliers to share our values and take appropriate action to prevent modern slavery.

Data protection and data security:

We place the highest value on data protection and data security and take appropriate technical and organisational measures to protect personal data. All employees are given appropriate training and are obliged to ensure the confidentiality and integrity of data.

Financial responsibility (accurate records):

Our company keeps accurate records of all financial transactions and accounts for its use of resources. We are committed to transparent and responsible financial practices, including compliance with accounting standards and tax legislation.

Fair competition and anti-trust legislation:

Our company acts in accordance with applicable legislation and regulations on fair competition and adheres strictly to the stipulations under antitrust legislation. Anti-competitive practices, such as price fixing or market manipulation, are strictly prohibited.

Conflicts of interest:

We expect all employees to disclose potential conflicts of interest and to take steps to avoid or resolve these conflicts. This applies equally to both personal and business conflicts of interest.

Plagiarism:

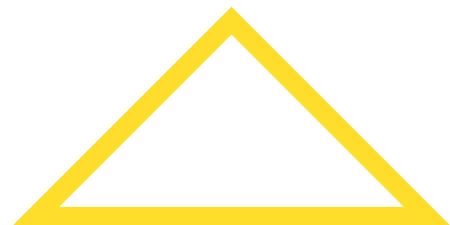
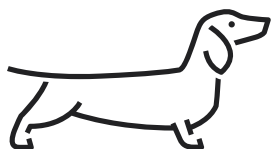
We are committed to avoiding plagiarism in any form and to respecting other people's intellectual property rights. All employees are made aware of the importance of copyright and intellectual property.

Export controls and economic sanctions:

We comply with all applicable export control regulations and economic sanctions and regularly review our business to ensure compliance. We are committed to not doing business with parties or nations to which sanctions apply.

Ethical recruitment:

We are committed to ethical recruitment and to using fair and non-discriminatory recruitment procedures. We base our decisions solely on the qualifications and skills of the applicants.



Women's rights:

We are committed to supporting women's rights and providing equal opportunities for women in all areas of our business. Discrimination based on gender is unacceptable and will not be tolerated.

Diversity - Equality - Inclusion:

We value diversity and promote equality and inclusion in our company. We strive to create an inclusive work environment where every employee is respected and valued, regardless of their race, gender, sexual orientation, religion or other characteristics.

Land, forest and water rights and eviction:

We respect the rights of local populations and other interested parties regarding land, forests and water resources. In our business, we avoid compulsory evictions and use transparent consultation procedures so that all stakeholders feel suitably informed and involved. We seek equitable solutions which meet international standards and best practices as well as protect the rights of the communities concerned.

Use of private or public security forces:

We ensure that the use of private or public security forces in our business is consistent with the principles of human rights and proportionality. We expect our security partners to respect our corporate policies and ethical standards.

This policy serves to underpin our commitment to human rights, working conditions and business ethics. All staff are urged to understand, respect and implement them in their day to day work. Our managers are responsible for ensuring that this policy is communicated throughout our organisation and that suitable training and monitoring mechanisms are in place. It is through our collective efforts that we can ensure we meet our commitments to our employees, customers and society.