

Policy Statement on the observance of Human Rights and Environmental Issues 01/2024

As an undertaking with international business dealings, Josef Blässinger GmbH + Co. KG is fully aware of its social and environmental responsibility and is committed to improving the global human rights situation across every stage of the supply chain and, in view of its Agenda 2030 for sustainable development, structures its business dealings in a way that is socially and environmentally sustainable. Furthermore, Josef Blässinger GmbH + Co. KG sets the highest standards for its ethical conduct.

Globalisation and technical advancement have resulted in an ever closer linkage of international markets, bringing both opportunities and challenges. The development of new markets and production sites create jobs and wealth in the countries of provenance. At the same time, it needs to be ensured that internationally recognised human rights are observed across the supply chain, that environmental risks are avoided, and that a lack of transparency does not prevent the implementation of such standards.

We at Josef Blässinger GmbH + Co. KG are committed to upholding and protecting the human rights of each individual. We stand by this responsibility as a company, irrespective of the ability or readiness of the states involved to comply with their obligations to protect human rights. Pursuant to Josef Blässinger GmbH + Co. KG's understanding, this includes, in particular, excluding child labour and forced labour, paying fair wages and ensuring appropriate and safe local working conditions.

Equality is a matter of course for Josef Blässinger GmbH + Co. KG, and we do not discriminate against anyone based on gender, ethnicity, race, language, home and background, faith, religious or political beliefs or based on physical disability or similar. We are categorically against any and all use of physical, sexual, and psychological violence and abuse. It also goes without saying that we uphold all applicable laws, regulations, and other legal rules on environmental protection, as well as orders issued by environmental protection authorities.

Ethically irreproachable conduct both within the company and in respect of third parties is one of Josef Blässinger GmbH + Co. KG's fundamental values. We reject corruption, money laundering and practices that restrain competition. Josef Blässinger GmbH + Co. KG applies the foregoing expectations across all levels of the company hierarchy, as well as to business partners who supply goods or services to us (referred to collectively as "suppliers").

Josef Blässinger GmbH + Co. KG has set up a risk management system to prevent human rights violations across the supply chain to recognise any such violation in good time and to effectively resolve any violations. We regularly perform a risk analysis in the course of our risk management. It is based on

internationally acknowledged indices that evaluate the risk of human rights violations, the breach of union rights, environmental aspects and corruption in individual countries.

Furthermore, the risk analysis is based on an individual evaluation of preferred suppliers. The subject matter of the evaluation includes inter alia the supplier's answers to our predefined questions, based on the applicable version of the German Supply Chain Act. The Supplier's responses are analysed by the system and subjected to a risk analysis. Based on this, we derive risk removal measures as necessary and, depending on the specific measure, also require the suppliers to implement the measure. We supervise the suppliers in this context. Based on our current risk analysis, we need to pay particular attention to workplace health and safety and fair working conditions. In so doing, we require and expect our preferred suppliers to undertake to comply with our Code of Conduct for Business Partners and to observe the values and principles set forth therein. Indirect suppliers will also be included in our risk analysis as soon as we have factual indications that give grounds to assume that there is a risk of human rights violations.

We carry out the risk analysis once per year as well as based on specific circumstances. Depending on the outcome of future risk analyses, we will adjust our measures as necessary to uphold human rights.

Our employees receive regular training on how to implement these values and principles within the company. This begins with the awareness of our values and principles and the conscious identification of breaches of these principles, which are taken up and processed using defined processes in order to create appropriate measures for the company.

This also applies to information from third parties. For this purpose, we have set up a whistleblower system at www.blaessinger.whistleport.de to which offences can be reported anonymously.

Josef Blässinger GmbH + Co. KG guarantees compliance with these policies.

The management of Josef Blässinger GmbH + Co. KG