

# PRINCIPAL DECLARATION

of the CLASSEN Group within the meaning of The Act on  
Corporate Due Diligence Obligations in Supply Chains (LkSG)

## PRINCIPAL DECLARATION OF THE CLASSEN GROUP WITHIN THE MEANING OF THE ACT ON CORPORATE DUE DILIGENCE OBLIGATIONS IN SUPPLY CHAINS (LkSG)

The CLASSEN Group is firmly committed to the principles of the Act on Corporate Due Diligence Obligations in Supply Chains. As a company, we place the highest value on complying with environmental and human rights standards, not only in our own business practices, but also throughout our supply chain. We expect our suppliers to commit to these principles and make the following commitments:

**COMMITMENT TO HUMAN RIGHTS AND SOCIAL ISSUES:** We are committed to respecting and protecting human rights. We oblige our suppliers to comply with internationally recognised labour standards. This includes fair wages, reasonable working hours and safety in the workplace. Discrimination, child labour and forced labour are not tolerated under any circumstances and are an absolute exclusion criterion when selecting new suppliers.

**ENVIRONMENTAL PROTECTION AND SUSTAINABILITY:** We take responsibility for the environmental impact of our business activities and are committed to sustainable methods. We also expect our suppliers to commit to sustainability. This includes the protection of natural resources, the use of environmentally friendly technologies and the reduction of emissions, immissions and waste.

**RESPONSIBILITIES:** We have set up special processes and defined responsibilities within the CLASSEN Group. The Purchasing department is primarily responsible for implementing the LkSG with the support of the Sustainability department. A human rights officer has also been appointed, who is regularly informed about activities and progress by the person responsible for the LkSG and HR. The Management Board is informed about the work of the responsible people at least once a year.

**RISK ASSESSMENTS AND PREVENTIVE MEASURES:** To ensure that human rights violations and environmental impacts are avoided, we carry out regular risk assessments based on the country of origin, the products and existing certifications along our supply chain. If there is an increased risk, suppliers are analysed more closely. We use advanced software solutions to monitor compliance with the LkSG in real time. This includes continuous news monitoring to ensure that our suppliers are not involved in activities that could contradict our ethical standards. This proactive monitoring enables us to respond promptly to potential risks. Based on these analyses, we implement targeted preventive measures to minimise potential risks or identify them at an early stage.

These preventive measures include the following regulations:

- Code of Conduct for employees of the CLASSEN Group
- Supplier Code of Conduct for direct suppliers

<sup>1</sup> To ensure the best possible readability, we refrain from specifying gender. All references to persons apply equally to all genders.

We also give our suppliers the opportunity to report a complaint or an offence. If such a report is received, a case is opened by the LkSG officer, which we investigate immediately. The Human Rights Officer is also informed. If violations of the Supplier Code of Conduct are identified, we immediately take appropriate corrective measures. These can range from training and capacity building to the introduction of specific corrective and improvement measures. Our aim is to work together with our suppliers to find sustainable solutions and to effect long-term positive change.

**COMMUNICATION AND COOPERATION:** We promote open communication with our suppliers, business partners and other stakeholders. By working closely together, we seek to achieve joint improvements in terms of human rights, environmental protection and social responsibility.

**TRANSPARENCY AND REPORTING:** We are committed to transparency and inform relevant stakeholders about our supply chain and the measures taken. We strive for comprehensive reporting that provides insights into our efforts and progress.

**COMMITMENT TO CONTINUOUS IMPROVEMENT:** We recognise that the requirements for a responsible supply chain are constantly growing. We are therefore committed to continuously improving our processes to ensure that we always fulfil the highest standards in terms of human rights, environmental protection and social responsibility.

This declaration of principles forms the binding mission statement for all employees of our group of companies. We expect our business partners to commit to the same principles and standards in order to jointly contribute to a sustainable and ethical global economy.

Group Management Board

Dr. Hans-Jürgen Hannig

Stefanie Quervel

Maciej Gorecki

Kaisersesch, 1st of January 2024