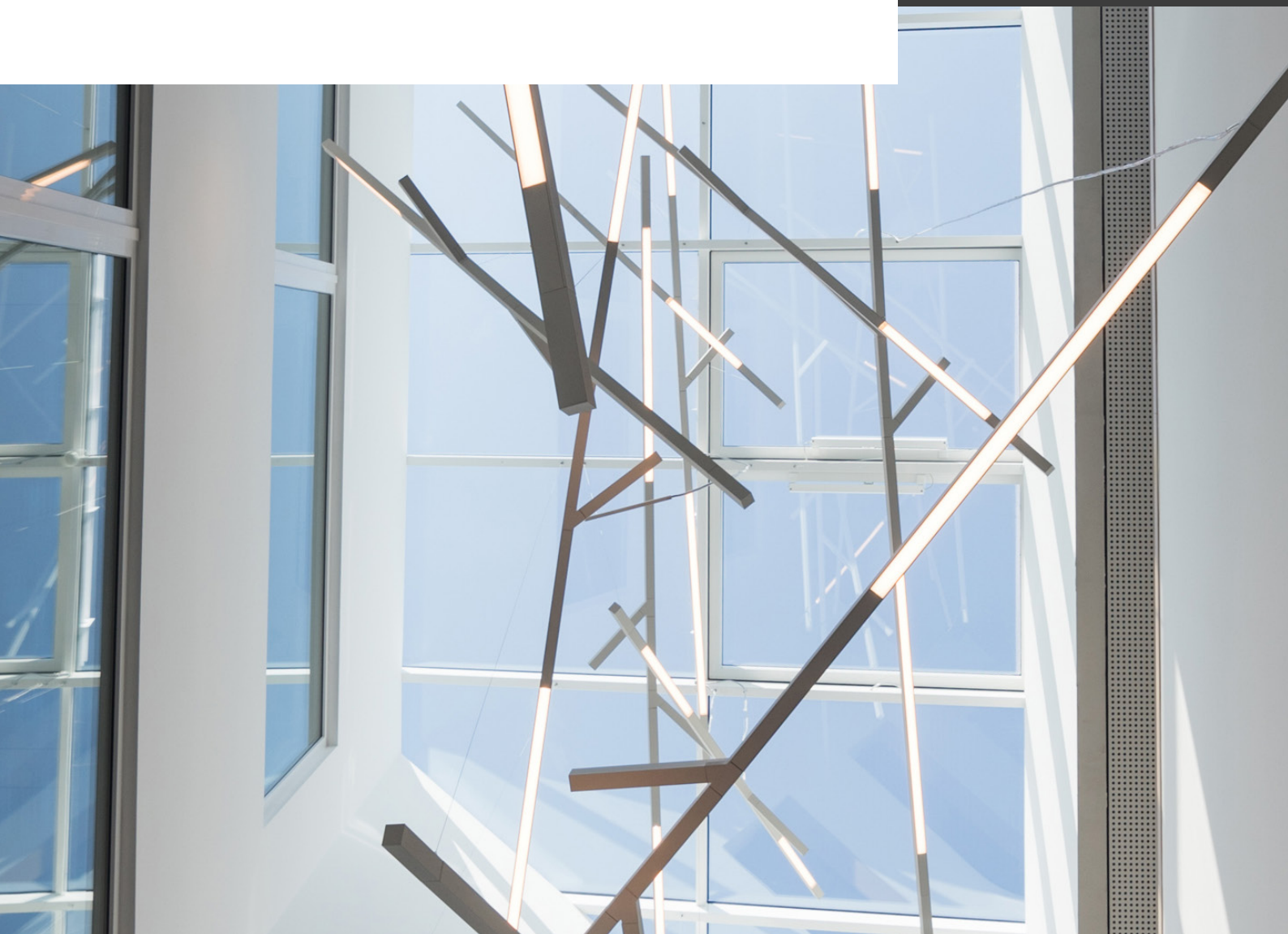


**DECLARATION OF PRINCIPLES OF
LAUMANN STIFTUNG & CO. KG
IN ACCORDANCE WITH LkSG**



Laumann Stiftung & Co. KG (hereinafter „LSKG“) and the companies in which LSKG holds a direct or indirect majority stake (hereinafter collectively „Laumann Group“) are committed to respecting human rights on the basis of the German Supply Chain Due Diligence Act („LkSG“), which implements the UN Guiding Principles on Business and Human Rights in a binding manner.

We as Laumann Group stand for diversity and fairness, recognise our social responsibility and are committed to implementing social standards and environmental requirements in our own business area and in the supply chain. We therefore attach particular importance to respecting human rights, applicable social standards and avoiding environmental damage.

As part of the various business activities of an internationally active group of companies, people in our companies and along the supply chains are exposed to various human rights and environmental risks. Comprehensive and uniform management of these risks helps to protect our reputation and credibility and, above all, to prevent or minimise any violations of the human rights and environmental rights of those potentially affected. In this way, we create trust not only among our employees, but in all our business relationships.

At the Laumann Group, we see the management of human rights and environmental risks as a continuous process that must be firmly integrated into operational procedures.

As the Laumann Group, we conduct our business on the basis of our Code of Conduct and our other compliance-related regulations.

This policy statement is a binding description of how we deal with supply chain-related risks. It forms the basis for our actions and is binding for all employees and in all our business relationships.

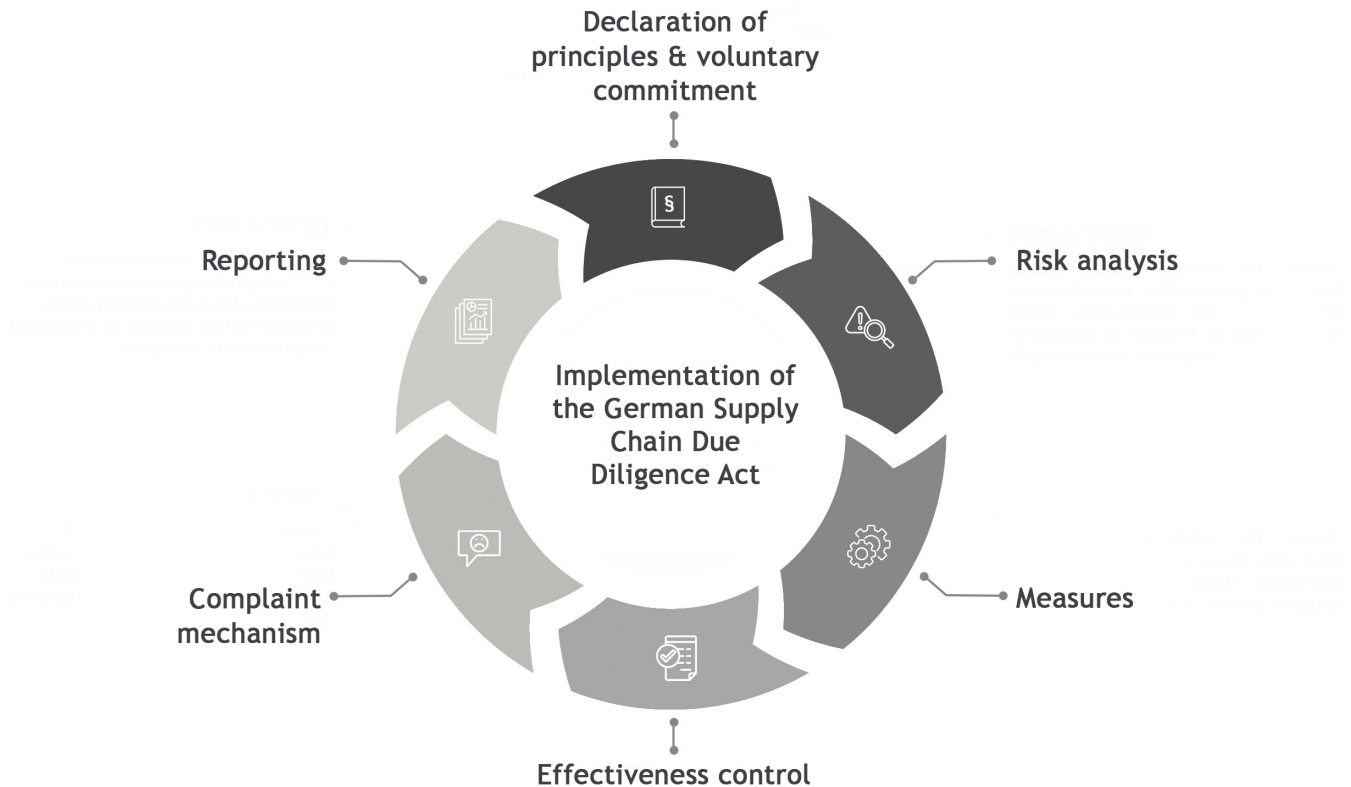
Overall responsibility for the implementation of and compliance with this declaration of principles lies with the Executive Board of LSKG. Regular and ad hoc internal reporting to the Executive Board on the results of the risk analysis, information from the complaints mechanisms and information on the effectiveness of preventive and corrective measures taken ensures that information-based decisions can always be made.

The central Human Rights Officer (hereinafter „HRO“) was appointed by the Executive Board of LSKG to monitor and control the risk management system and other tasks. Among other things, the HRO is responsible for conducting training courses and audits, submitting internal and external reports on human rights due diligence obligations and continuously reviewing and improving the management of human rights and environmental risks. The HRO is supported in this endeavour by the Laumann Group as a whole to the best of its ability. Internally, the HRO reports to the Executive Board of LSKG at least once a year. The HRO reports to the Executive Board on an ad hoc basis on particularly relevant events.

Our aim is not only to reduce the risks to the environment and human rights, but also to make a positive contribution to a fairer and more sustainable world as a responsible company.

DECLARATION OF PRINCIPLES & VOLUNTARY COMMITMENT

Our voluntary commitment under the LkSG to implement due diligence obligations is embedded in the implemented compliance management system and comprises six core elements:



RISK ANALYSIS

As part of an annual risk analysis, we check where there are particular human rights and environmental risks in our supply chains and in our own business area.

Detailed analyses of abstract and concrete risks are used to identify potentially negative impacts on human rights and environmental concerns as well as potentially affected parties in the company's own business area and in the supply chains. This takes into account vulnerable groups as well as industry-, raw material- and country-specific risks in our own business area and in the supply chains.

In a second step, those business partner (hereinafter „BP“) for which there is an increased risk disposition are analysed for priority human rights and environmental risks as part of a specific risk analysis. The initially risk-increased BP are then analysed in more detail. This analysis ranges from further internal research, requests for information and, if necessary, certificates or on-site audits.

As part of ongoing risk monitoring, all BP are gradually recorded and evaluated at least once a year. Higher-risk BP are treated according to the risk identified, as described below under Measures.

We derive specific priority risks from the knowledge gained through ongoing risk monitoring and define corresponding targets for risk avoidance and minimisation. The results of the risk analysis are continuously incorporated into our corporate decision-making processes with regard to purchasing strategies and the selection and management of BP.

As part of our regular and comprehensive risk analysis, we have identified a number of priority human rights and environmental risks in our supply chain. These risks highlight the complex challenges we face in a globally networked supply chain and emphasise the responsibility we bear.

Environmental risks:

Environmental risks are a key aspect of our supply chain, particularly in the chemical industry and the plastics industry in Asia. The identified industry-specific risk areas include:

- Waste of resources due to high consumption of raw materials and energy in the chemical industry
- Soil and groundwater pollution due to production processes in the chemical industry
- Environmental pollution caused by microplastics in the production process of the plastics industry
- Mercury contamination in vinyl chloride production within the plastics industry

Human rights risks:

Human rights risks are also a significant component of our risk analysis in the supply chain, particularly in the chemical industry and the plastics industry in Asia. The identified risks include:

- Inadequate working conditions and standards in the chemical industry
- Human rights violations caused by microplastics in the production process of the plastics industry
- Occupational health and safety when processing plastic

In our own business area, we have identified human rights risks relating to working hours and occupational safety. These risk areas are therefore a particular focus in our own business area, without ignoring other risks.

MEASURES

These identified risks form the basis for our systematic risk prevention and the continuous monitoring of our supply chain and our own business area. They are specifically addressed through customised measures (preventive and remedial measures). Our risk strategy places a particular focus on sustainably minimising the relevant problem areas through innovative solutions, close cooperation with our BP and compliance with international standards.

Preventive measures:

In order to fulfil our legal responsibility under the LkSG, we rely on a variety of preventive measures, including raising awareness and training our own employees or carrying out audits at the BP or in our own business area.

We establish guidelines and processes to minimise risks along the supply chain. Our own employees are sensitised and trained so that the suitability of targets and measures as well as procurement and purchasing strategies for anchoring human rights and environmental issues in the workforce can be continuously monitored. The catalogue of preventive measures is regularly updated.

We address the recognised risks that may arise in the supply chain through systematic supply chain management. In addition, requirements are formulated for the supply chain that enable appropriate monitoring of those involved. Human rights and environmental risks are taken into account as early as when selecting the BP.

Remedial measures:

If violations of human rights and/or environmental obligations are identified or if such a violation is imminent, we will decide on appropriate remedial measures to minimise the extent of the violations or to eliminate them. To this end, we will further develop internal processes that define how to proceed when grievances are uncovered and how to define appropriate remedial and redress measures in our own business area and for direct and indirect BP violations. Depending on the severity of the breach, we will take appropriate action, ranging from a request to remedy the breach immediately to legal action and termination of the business relationship.

EFFECTIVENESS CONTROL

We plan regular risk-based checks by our HRO to ensure compliance with and the effectiveness of these measures. If necessary, we will (continuously) adapt the system in order to always respond appropriately to recognised risks.

COMPLAINTS MECHANISM

We have set up a complaints procedure that makes it possible to report human rights and environmental risks as well as violations of human rights or environmental obligations in our own business area and in the supply chain. The system can be used to report such information (also anonymously) in a secure manner. You can find more information on this at: laumann.hinweisgeben.eu.

REPORTING

The fulfilment of due diligence obligations in accordance with the LkSG is documented on an ongoing basis. In accordance with legal requirements, we also prepare an annual report on the fulfilment of due diligence obligations in the previous financial year, which is made available free of charge on our website for seven years.

Sendenhorst, 09.12.2024

Andreas Hartleif
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General Partner: Laumann Stiftung · District Administration of Münster Nr. 21.13 - L 34
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Registered office of the company: Sendenhorst