

# Human rights and fair working conditions policy statement

[www.durr-group.com](http://www.durr-group.com)



## Basic approach and scope of validity

As a responsible and global company, we are committed to respecting internationally recognized human rights and preventing human rights violations.

Therefore, we actively advocate fair working conditions within our sphere of influence and maintain a respectful relationship with our internal and external stakeholders. We see this group as primarily consisting of our employees, customers, investors and suppliers, but we also actively include NGOs, the media and politicians.

Through this policy statement on the respect of human rights and fair working conditions, we reaffirm and substantiate our corporate due diligence toward our employees and business partners in particular, and toward society in general. The standards listed herein complement our code of conduct and apply worldwide, even where they voluntarily go beyond local legal requirements.

## Responsibility beyond our company boundaries

Our basic approach to the respect of human rights and fair working conditions extends both to our own business activities and to our entire supply and value chain.



### Employees and Qualification

#### Responsible dealings with our employees

In the course of our own activities, we always stand by the maxim that we neither cause nor contribute to human rights violations. We always urge our employees to act in accordance with the principles listed below (see pages 8 ff.). We advocate fair working conditions and mutual respect.



### Value Creation and Supply Chain

#### Responsible supply chain

We also expect our suppliers to fully uphold human rights and to safeguard the workers' rights listed in this policy statement (see pages 8 ff.). The recognition of our supplier code of conduct, which is an integral part of our general terms and conditions, is an imperative prerequisite for cooperation. In the event of a failure to comply, we reserve the right to terminate the business partnership.

## Commitment to internationally recognized norms, guidelines and standards

We act in accordance with the principles of responsible corporate governance. These also include the clear commitment to and support of internationally recognized human rights. As a member of the United Nations Global Compact, we commit, in particular, to our societal and social responsibility.

The following frameworks provide additional relevant guidelines for us:

- The International Bill of Human Rights
- UN Guiding Principles on Business and Human Rights
- ILO Declaration on Fundamental Principles and Rights at Work
- OECD Guidelines for Multinational Enterprises

## Organization and responsibilities

Every company within the Dürr Group is obliged to comply with the present policy statement. The management of the relevant Group companies is responsible for implementing and complying with the principles set out herein.

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 maintain due diligence within our supply chain are defined and monitored across all purchasing departments through the cross-departmental 'Sustainable Supply Chain' function. Both areas are supported by the Corporate Sustainability department in implementing and coordinating these activities.

As part of our integrated sales process, we check the impact of customer orders on human rights prior to accepting them. In addition, we reserve the right, whenever necessary, to decline cooperation if our minimum criteria defined here are not complied with.

## Implementation

To prevent any negative consequences of our conduct on human rights, we regularly train our employees and make them aware of our corporate values and principles. Our purchasing practices and regular supplier evaluations take into account social and ecological criteria. Our whistleblower system offers both our internal and external stakeholders the unrestricted opportunity to report compliance breaches anonymously.

### Employee training to raise awareness

- Guiding principles for the respect of human rights ('Policy statement')
- Code of conduct of the Dürr Group
- Onboarding training
- Regular refresher courses

### Sustainable supply chain

- Supplier code of conduct as an integral part of our purchasing terms and conditions
- The criteria for selecting and evaluating suppliers include social (employees' and human rights) and ecological factors
- Failure to comply with the predefined minimum social and ecological criteria will exclude suppliers from the contract award process

## Reporting on violations

Violations of human rights or any other misconduct – including any related to issues in our code of conduct – can be reported anonymously by (Group) employees as well as by external and third parties using the Group-wide, online [Dürr Group Integrity Line](#). In the event of concrete grounds for suspicion, Corporate Compliance will consider further steps and, if a case is confirmed, coordinate targeted measures with the relevant department.

## Further development

We see the fulfillment of our due diligence obligations to uphold human rights as an ongoing improvement process. We therefore review our policy statement regularly, taking into account national and international developments, and we adapt it as required.

## Communication and transparency

We report openly on the needs of our employees as well as on our relationships with our suppliers. Considering risks in connection with human rights violations is an integral part of our due diligence. In addition, we provide information on our progress on upholding human rights and fair working conditions as part of both our non-financial declaration and our sustainability report.



## Fundamentals and principles

### 1. Child labor and young employees

We object, without exception, to any form of child labor.

Within our Group, we ensure that the minimum age requirements for regular employment are met, in accordance with the relevant national provisions.

### 2. Forced labor and human trafficking

We object to any form of forced or compulsory labor and are fully committed to the prohibition of human trafficking and slavery.

### 3. Discrimination and harassment

We object to any form of discrimination. We do not tolerate, at any of our Group sites worldwide, any disadvantage suffered on grounds of ethnic or cultural background, national or social origin, religious belief, disability, gender, marital status, age, gender identity or sexual orientation.

Every employee has the right to be treated fairly, politely and respectfully. We do not tolerate any form of harassment or of physical or psychological abuse.

#### 4. Freedom of association and right to collective bargaining

Our employees worldwide are free to join labor interest groups permitted by law and to engage in collective bargaining to negotiate working conditions.

#### 5. Fair working conditions

We advocate fair working conditions and comply with all national rules on working hours and vacations. In doing so, we ensure appropriate remuneration on a contractual basis, in line with the relevant minimum wages guaranteed by law and with the respective national labor market.

## 6. Health and safety in the workplace


The health and safety of our employees is paramount for us. We are committed to ensuring the physical health of our employees in the course of their business activities, and to offering them a safe working environment. The same applies to external staff and contractors who are affected by our business activities.

We comply with applicable occupational health and safety laws worldwide and implement our own additional health and safety standards at all our sites. Our sites are being gradually certified to international standards (ISO 45001).

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