

## Declaration of Principles on Human Rights Follmann Chemie Group

Page: 1 of 2  
entered into force on:  
08.11.2024  
for review from:  
09.11.2027

### **We are the Follmann Chemie Group, your partner for specialty chemicals**

The Follmann Chemie Group is an owner-managed, internationally operating group of companies with headquarters in Minden. The Group includes the Follmann and Triflex divisions, with numerous foreign companies. The Group's key competences include the development, production and distribution of speciality chemicals. We produce printing inks, adhesives and coatings for the processing industry, and seals, markings and infrastructure products for the construction chemical industry. Over 900 employees all over the world help us to generate a turnover of approx. EUR 250 million, with a production volume of over 60,000 metric tonnes.

### **We are committed to observing and respecting human rights as a central element of our corporate responsibility**

Human rights form the universal foundation for a life of freedom, dignity and equality. We are convinced that responsible conduct is the only way to guarantee the long-term economic success of the company group. This self-obligation applies throughout our company group and applies to the conduct of our own employees, customers, suppliers, business partners and other stakeholders (referred to collectively as "stakeholders") all over the world.

We are committed to meeting the resulting obligations across our entire value chain and are aware that this responsibility is a continuous process.

### **Our commitment as the Follmann Chemie Group**

We have set out more specific details regarding our approach to social responsibility in our [ethics policy](#) and our [code of conduct](#). We have signed up to the [UN Global Compact](#) and "[Charta der Vielfalt](#)" [[Diversity Charter](#)] initiatives.

#### **WE SUPPORT**



charta der vielfalt



We acknowledge the international human rights standards and base our day-to-day actions in particular on the United Nations Universal Declaration of Human Rights and the fundamental principles of the International Labour Organization (ILO)<sup>1</sup> namely the right to freedom of association and collective bargaining, the elimination of forced labour, the effective elimination of child labour and the elimination of discrimination in respect of employment and occupation as well as a safe and healthy working environment.

<sup>1</sup> ILO Declaration on Fundamental Principles and Rights at Work from 1 June 1998 – last revised 2022

# Declaration of Principles on Human Rights

## Follmann Chemie Group

Page: 2 of 2  
entered into force on:  
08.11.2024  
for review from:  
09.11.2027

Our self-obligation on the respecting of human rights is reflected in the [Follmann Chemie Group code of conduct](#), among other places. The code of conduct forms the foundation and benchmark for our rules and guidelines and describes our action framework for responsible and ethically impeccable conduct. This applies both to our own business activities and to our ability to exert our influence externally.

We also expect our suppliers and business partners to comply with the internationally valid human rights standards, and to follow the common goal of avoiding human rights violations across our value and supply chains. This expectation is imposed on our suppliers via the [code of conduct for suppliers](#).

Within our company group, we promote awareness of our obligation to respect human rights through the corresponding alignment of our management and purchasing practices and our environmental and product standards, as well as by providing our employees with the relevant training and familiarising them with the associated issues. We have defined our company values and our expectations for our employees with regard to responsible conduct in the following documents, among other places:

[Sustainability policy](#) / [Environmental policy](#) / [Quality policy](#)

### We communicate with honesty and trust

We have created an environment within our group of companies that is characterised by mutual appreciation and respect. It is important to us to have a corporate culture that promotes open communication and flexibility. This declaration of principles is made accessible to all stakeholders in a suitable manner, in particular on the [Follmann Chemie Group](#) website.

### Our complaints system

Our [whistleblower system](#) can be used to report breaches of our compliance standards at any time, while ensuring confidentiality and anonymity. We look into the reports and take appropriate action where necessary.

### Scope

This declaration applies to all companies of the Follmann Chemie Group.

### Publicity

This declaration of principles is made accessible to all stakeholders in a suitable manner, in particular on the [Follmann Chemie Group](#) website.

**Minden, 08/11/2024**

**Follmann Chemie Group**

Dr. Henrik Follmann

No rights of individuals or third parties can be derived from this declaration of principles, and in particular no third-party property rights.

Publisher:

Follmann Chemie GmbH | Heinrich-Follmann-Straße 1 | 32423 Minden | Germany | Telephone: +49 571 9339-0 | Email: [info@follmann-chemie.de](mailto:info@follmann-chemie.de)

Created on 01.11.2024 <i>signed UMS-Q-TL</i>	Reviewed on 04.11.2024 <i>signed UMS-L</i>	Released on 08.11.2024 <i>signed FC-GL-GF</i>
--	--	---