

## Declaration of Principles on Human Rights of Follmann Chemie Group

We, the Follmann Chemie Group, as an owner-managed, internationally operating group of companies, regard respect for human rights as a central and essential element of our corporate responsibility. Human rights form the universal basis for a life in freedom, dignity and equality.

We are convinced that only responsible action can secure the economic success of the group of companies in the long term. Within our group of companies, towards our own employees, our customers, suppliers, business partners and other stakeholders (hereinafter collectively referred to as "stakeholders"), we apply this voluntary commitment worldwide.

Along our entire value chain, we commit to the obligations that arise from this declaration and we are aware that this responsibility is an ongoing process.

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

We are committed to internationally recognised standards of human rights and base our business activities and operations in particular on the United Nations Universal Declaration of Human Rights and the Fundamental Principles of the International Labour Organisation (ILO)<sup>1</sup>, with the right to freedom of association and the right to collective bargaining, the elimination of forced labour, the abolition of child labour and the elimination of discrimination in respect of employment and occupation.

Our commitment to respect human rights is reflected, among other, in the Code of Conduct of the Follmann Chemie Group. The Code of Conduct forms the basis and benchmark for our guidelines and regulations and describes our framework for acting responsibly and ethically. This applies both to our own business activities and within the scope of our external influence.

We also expect our suppliers and business partners to comply with internationally applicable human rights standards and pursue the common goal of avoiding human rights violations along our value and supply chains. This expectation is imposed on our suppliers through our Supplier Code of Conduct.

Within the Group, we promote awareness of our commitment to respect human rights by aligning our management and purchasing practices, our environmental and product standards, and by raising awareness and training our employees. We have set out our corporate values and our expectation towards our employees to act responsibly especially in the following documents:

- Sustainability Policy
- Ethics Policy
- Environmental Policy
- Declaration of Principles on Human Rights
- Code of Conduct
- Code of Conduct for Suppliers

Via our electronic Whistleblowing System, as our most important complaints channel, our stakeholders can anonymously report complaints about violations of our compliance standards at any time.

The Management Board of the Follmann Chemie Group

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<sup>1</sup> ILO Declaration on Fundamental Principles and Rights at Work, June 1, 1998.  
Status: 2022

No rights of individuals or third parties, in particular no property rights in favour of third parties, can be derived from this Declaration.