

Human Rights Policy

Lessmann GmbH

As a family-run, medium-sized company with more than 75 years of experience, compliance with national laws and fair treatment both internally and externally form an important foundation of our business practices.

With this Lessmann Human Rights Policy, we aim to articulate the principles guiding our actions and to communicate them clearly.

The Human Rights Policy outlines Lessmann GmbH's commitment to respecting human rights. In addition to the high quality of our products, caring for people is one of the most important factors in our company's success and is therefore of fundamental importance. In addition to our "Code of Conduct," which already covers key aspects, we wish to address the topic of human rights in greater detail.

Based on Article 18 of the EU Taxonomy Regulation, we commit to adhering to the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, including the principles and rights set forth in the eight fundamental conventions outlined in the International Labor Organization's Declaration on Fundamental Principles and Rights at Work and the International Bill of Human Rights.

We strive to:

Ensure that the quality of relevant practices is strengthened over time, as the company's operations create an environment in which human rights are respected.

To ensure that fair conduct in both internal and external business relationships is maintained by identifying, preventing, mitigating, monitoring, and eliminating potential or actual risks and their impacts on people that may arise as a result of our business activities, our operations, or the activities of our business partners and suppliers. We refer here to the United Nations General Principles on "Business and Human Rights," the Guidelines on Children's Rights, and the International Labor Standards of the International Labor Organization (ILO).

Ensuring that our role as a reliable employer or partner in the supply chain is in harmony with our corporate goals, universal human rights, and the prevailing market conditions.

Ensuring that we support partners and employees who share our values and vision regarding human rights and good cooperation, and that we strengthen and expand these relationships over the long term. At the same time, we strive to minimize risks and negative impacts on human rights by exercising appropriate human rights due diligence.

This policy applies to all Lessmann employees as well as to those who represent Lessmann, including self-employed individuals, independent contractors, consultants, temporary workers,

joint ventures, agency workers, executives, and all other persons engaged by Lessmann. Through this policy, we aim to ensure the protection of human rights in a sustainable manner.

Through employee training and publication on our website, we aim to communicate this policy throughout our supply chain and promote industry-based environmental and social standards. We intend to collaborate with our customers on these issues.

In implementing this policy, we are committed to complying with the local laws and regulations of the countries in which we operate. Wherever our policies and procedures regarding international human rights (including labor rights) are stricter than the requirements of local laws, we strive to implement measures to comply with relevant human rights standards in accordance with our policies and procedures. We endeavor to make reasonable efforts to assess cases on an individual basis.

Where local laws prohibit us from complying with certain aspects of this policy, we will comply with those local laws while always striving to respect human rights.

In addition to this Human Rights Policy, we refer you to our general "Code of Conduct," which is also available to the general public on our website.

An anonymous email address has been set up for complaints, where violations or incidents can be reported.

Whistleblower_Lessmann@web.de

- Human rights complaints
- Environmental complaints
- Unethical business practices

We review our key human rights issues annually, taking into account external trends and significant changes in our business and operating environment.

Jürgen Lessmann, Cornelia Kitzsteiner
