



GENERAL STATEMENT ON RESPECTING HUMAN RIGHTS

March 2022

People.
Values. Future.



General statement on respecting human rights

The HÖRMANN Group is a broadly diversified group with global operations involving over 25 companies in 15 strategic business areas. This high degree of heterogeneity in terms of products and services, technologies and applications and regional markets also results in a high level of diversity among our business partners, including customers, suppliers and development partners.

The HÖRMANN Group ensures that its business activities are aligned with its values – energetic actions, passion for innovation, equal treatment and responsibility – at all times. The high level of personal responsibility lived by each individual on behalf of the HÖRMANN Group as well as on behalf of the community and the team, actions that align with both economic benchmarks and ethical values, and compliance with defined guidelines and rules are fundamental components of the HÖRMANN Group’s everyday working approach.

The overarching core principle of “responsibility” has sustained the family-owned HÖRMANN Group and kept it on a growth course – from an economic and an ethical perspective – for over 65 years. The confidence our customers, suppliers, business partners, investors and the public have in the HÖRMANN Group has developed and continues to develop on an ongoing basis. This statement on respecting human rights is designed to support the HÖRMANN Group on this journey and to continue to safeguard the good reputation of the HÖRMANN Group and all its affiliated companies in the future.

In this context, the HÖRMANN Group is committed to respecting human rights and assuming responsibility for its supply and value chain. The HÖRMANN Group respects internationally recognised human rights and bears full responsibility for preventing human rights abuses and stopping any human rights abuses

identified in connection with its business activities immediately. This general statement therefore applies to all HÖRMANN Group companies and accordingly to all direct and indirect subsidiaries of Hörmann Industries GmbH. It is regularly reviewed and enhanced, taking any relevant changes into account.

Principles

The HÖRMANN Group is aware that it will be successful over the long term only if its business activities are compatible with economic, environmental and social aspects. As a family-owned company, taking responsibility for the world we live in as well as dependable relationships with employees, customers, suppliers, business partners and interest groups are key aspects of our corporate focus.

With this in mind, the HÖRMANN Group is committed to observing the UN Guiding Principles on Business and Human Rights and undertakes to make specific contributions to achieving the UN Sustainable Development Goals.

We also adhere to the standards and guidelines in the following frameworks:

- ◆ UN Universal Declaration of Human Rights
- ◆ UN Convention on the Rights of the Child
- ◆ UN Convention on the Elimination of All Forms of Discrimination against Women
- ◆ Fundamental conventions of the International Labour Organization (ILO)
- ◆ OECD Guidelines for Multinational Enterprises
- ◆ Principles of the UN Global Compact

- ◆ International Covenant on Civil and Political Rights
- ◆ International Covenant on Economic, Social and Cultural Rights

The norms and values anchored in the above frameworks are also reflected in our own guidelines and form a binding framework for the actions of our employees, business partners and suppliers.

We encourage and support our employees as well as our business partners and suppliers to carry out their due diligence and prevent negative outcomes. We call on our suppliers to pass our human rights requirements on to any subcontractors.

Risk analyses

With regard to the protection of human rights, appropriate risk analyses are carried out to examine the impact of the HÖRMANN Group’s business activities on human rights. The objective of these risk analyses is to analyse potential human rights-related risk issues and define priorities where specific risks are identified.

This serves as a basis for deriving measures aimed at averting potential risks, aligning management processes accordingly and raising awareness of these issues among employees, business partners and suppliers. We consider addressing the topic of human rights and conducting appropriate risk analyses to be a continuous process that must be adapted and enhanced on an ongoing basis.

Internal communication (whistleblowing)

The HÖRMANN Group's employees are encouraged to report any suspicions or complaints relating to possible violations of either the provisions of this statement on respecting human rights or other relevant statutory provisions; in particular, this can also be done via confidential communication channels without disclosing the identity of the respective employee.

Against the backdrop of the EU Whistleblower Directive 2019/1937, the HÖRMANN Group has established an electronic whistleblower system that is aligned with both current and impending statutory requirements, for example in connection with the German Whistleblower Protection Act (HinSchG) and the German Supply Chain Due Diligence Act (LkSG).

Information / training

Our aim is to anchor respecting and guaranteeing human rights in all processes within the HÖRMANN Group. To this end, we raise awareness among our employees, suppliers and business partners through training and information material, for example. We directly address human rights issues on a regular basis and emphatically make our expectations clear.

The HÖRMANN Group regularly trains its employees, particularly as regards proper conduct in the workplace, respect for human rights, ethical decision-making and compliance with laws and regulations.

Child labour

Child labour is not permitted. We comply with the minimum age for admission to employment in accordance with government regulations. If no government regulations are in place, Convention 138 of the International Labour Organization (ILO) applies.

Accordingly, no children under the age of 15 years may work directly or indirectly, unless the derogations of Articles 6 and 7 of the ILO apply. The HÖRMANN Group and its business partners ensure that young employees under 18 years of age do not work overtime or at night and are protected against working conditions that damage their health, safety, morality or development.

Forced labour

The HÖRMANN Group and its business partners reject all deliberate use of forced and compulsory labour as well as all forms of modern slavery and human trafficking. There is no use of bonded labour or involuntary prison labour. Working relationships are based on free will and can be terminated by each employee of their own accord and in compliance with a reasonable notice period.

Discrimination and harassment

The HÖRMANN Group and its business partners reject all forms of discrimination and harassment. Business partners may not discriminate against employees, e.g. for reasons relating to ethnic origin, skin colour, gender, religion, nationality, sexual orientation, social background, age, physical or mental disabilities, marital status, pregnancy, membership of a trade union or political views, provided

» Strict compliance with human rights, social standards and high ethical standards are a matter of course in the HÖRMANN Group. «

MICHAEL RADKE, CEO



these are based on democratic principles and tolerance towards people with different opinions.

Employees are thus selected, hired and promoted based on their qualifications and skills. The HÖRMANN Group and its business partners undertake to provide a working environment that is free from harassment. They should provide a social environment that promotes respect for the individual. The HÖRMANN Group and its business partners ensure that employees are not subject to physical, psychological or inhumane treatments, physical punishment or threats.

Remuneration and working hours

The remuneration and benefits paid or granted for an average working week correspond to at least the legally valid minimum that is to be guaranteed. If no statutory or collectively agreed provisions apply, these are based on the industry-specific remuneration and benefits that are customary for the local area and ensure a reasonable standard of living for the employees and their families.

The HÖRMANN Group and its business partners ensure that working hours meet at least the respective national statutory requirements or the minimum standards of the respective national economic sectors. If no statutory requirements or minimum

standards are in place, the international ILO standard of a maximum of 48 hours per week and a break of at least 24 hours every seven days applies. According to the ILO, a maximum of 12 hours of overtime per week may be worked on a temporary basis and in emergencies, such as in cases of urgent repair work.

Environmental protection

The HÖRMANN Group bears responsibility for continuously improving the environmental impact of its products and services as well as for reducing the strain on natural resources throughout their entire useful life, taking economic aspects into account.

The HÖRMANN Group and all business partners must comply with all relevant environmental laws and provisions in all the countries they operate in. They must all carry out their work while taking the impact on natural resources and the environment, customers and employees into account and ensure that their activities comply with all applicable laws relating to emissions, effluents, toxic substances and, disposal of hazardous waste.

Legislation and regulations worldwide (e. g. RoHS and REACH) prohibit or restrict certain substances and/or require manufacturers and suppliers to provide information on regulated substances in their products.

Responsibilities for human rights due diligence at the HÖRMANN group

The management of the holding company is responsible for implementing and complying with the general statement on respecting human rights at the HÖRMANN Group. The managing directors (or Management Board members) of the subsidiaries monitor operational implementation and compliance with the company's stated principles.

The purchasing, sales and production functions and their managers have a particularly significant role in implementing human rights due diligence in the supply and value chains.



» The sustainability report offers the opportunity to further optimize processes. «
JOHANN SCHMID-DAVIS, CFO

Outlook

For the HÖRMANN Group, respecting human rights makes a key contribution to achieving the United Nations Sustainable Development Goals. However, we are aware that achieving these goals is an ongoing process. We accept this challenge and regularly review our strategic approaches and measures with the aim of continuously improving them. We provide regular and transparent information on their implementation and further development in our sustainability reporting.

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