



Basic Declaration on Social Responsibility and Respect for Human Rights

The responsibility for the implementation of this basic declaration lies with the Executive Board and the department heads of the respective business units. This ensures that every department at Dr. Klaus Karg GmbH & Co. KG is aware of its own responsibility regarding the respect for human rights and their implementation in day-to-day operations.

Our approach is shaped by the following standards:

- ✓ The United Nations' Universal Declaration of Human Rights (217 A (III))
- ✓ The Social Pact on Economic, Social and Cultural Rights
- ✓ The Covenant on Civil and Political Rights
- ✓ The four core standards of the International Labour Organization (ILO): Freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labour; the effective abolition of child labour; the elimination of discrimination in respect of employment and occupation
- ✓ The Charter of Fundamental Rights of the European Union (Dignity, Freedoms, Equality, Solidarity, Citizens' Rights, and Justice)

Compliance with the law is our top priority. Here at Dr. Klaus Karg GmbH & Co. KG, in order to live up to our standards regarding the recognition of and respect for human rights, we have implemented guidelines that set out the attitude we and our business partners should assume. These guidelines form the basis of our day-to-day activities and take into account not only our own employees and suppliers, but also those in our supply chains, our service providers and our customers.

Within the scope of our influence, we will look for ways to ensure international human rights are observed throughout our supply chains and to the greatest possible extent.

In order to comply with international human rights standards and national laws, we perform an appropriate human rights audit as part of our duty of care to identify, assess and address the potential and actual adverse effects on human rights in our business activities and supply chain.

If a risk analysis reveals that our business activities are negatively impacting human rights to any degree, the risk is evaluated and any corrective action is defined and taken within our realm of possibility.

As part of the risk analysis for our own business area, the following key risk factors - and the measures taken to avoid these - were identified:

Combating child labour:

The legal provisions of the Youth Protection Act are observed. In addition, a work instruction has been implemented to prevent child labour.

Combating forced labour:

The legal provisions are observed. Employment relationships are always formed voluntarily and may be terminated in compliance with the respective notice periods.

Ensuring occupational safety:

The legal provisions are observed. All employees at all company levels are responsible for ensuring occupational health and safety. This is also reflected in employees' willingness to volunteer as first responders, fire safety assistants and safety officers.

Combating inequality and discrimination:

The legal provisions are observed. An anti-discrimination guideline has also been implemented. At our company, we respect and promote diversity in languages, cultures and lifestyles. We do not tolerate any kind of discrimination, especially not on the basis of national or ethnic origin, religion or values, sexual orientation, political opinion, age or gender, and are committed to upholding equal opportunities for our employees.

Right to freedom of association:

The legal provisions are observed. Our Values team, which comprises employees from a wide range of company divisions, represents the interests of the employees and liaises with the department heads and upper management at all times.

Combating inappropriate pay:

Our employees make a significant contribution to our company's success. Therefore, we are committed to paying fair wages, which are at least equal to the minimum wage set by the applicable law and based on any relevant collective bargaining agreements.

Sustainability and environmental protection:

We are committed to all principles of environmental protection. The legal provisions are observed. This also includes the handling of emissions, wastewater and waste.

We encourage our employees to report any suspected violations of this Basic Declaration on Human Rights to our Values team via the complaints management system in place. In addition, all employees at our company, and employees of companies belonging to our trading partners, suppliers and service providers, can make use of the following channels: Email: hinweis@eschenbacher-it.de; Phone number: +49 (0)911,401,823, Fax: +49 (0)911 401825, Address: Eschenbacher IT-Consulting & Service, Eckenstrasse 50, 90480 Nuremberg, Germany.

Schwabach, 3.7.24



Dr. Klaus Karg