



alzchem
group

AGILE SCIENCE PURE RESULTS

Alzchem Group AG

DEALING WITH HUMAN RIGHTS

GEM. § 6 ABS. 2 LKSG

WE ARE ALZCHEM.

Alzchem* is an internationally active chemical company. Innovative, competent and reliable, Alzchem successfully positions itself with proven and new products in known and future markets in the world of specialty chemicals. We have a precise idea of what we want to achieve: On the basis of our integrated network and with innovative chemistry, we supply customer-oriented applications to selected markets. To realize this vision, we build on clear principles of conduct:

- We strengthen mutual **TRUST** through **RELIABILITY, FAIRNESS, PROMPT INFORMATION** and **OPEN COMMUNICATION** as well as by obtaining and giving feedback.
- We pursue the goals of Alzchem with **ENTREPRENEURIAL ACTION**. We take responsibility for our decisions.

- We strive for the highest **QUALITY** in everything we do. For us, mistakes are an opportunity and an obligation to learn.
- We work together to find **CONSTRUCTIVE SOLUTIONS** and implement decisions together.
- We develop **ATTRACTIVE OFFERS** in dialog with our business partners. We are always aware of our responsibility towards society and the environment.
- **AGILITY AND SPEED** are important success factors. With their help, we can adapt to constantly changing requirements and benefit from them.

The principles of conduct express the fact that Alzchem does not align its business activities solely with its economic interests, but stands for value-based business conduct. This also includes respect for human rights and compliance with environmental due diligence obligations - primarily by Alzchem and its employees, but also by its business partners.

We consider the protection of human rights to be a central element of our corporate responsibility. We base our commitment to respecting human rights on the United Nations [Universal Declaration of Human Rights](#) and the [International Labor Organization \(ILO\) Declaration](#) on Fundamental Principles and Rights at Work. We are committed to respecting the internationally recognized human rights in these declarations and

to upholding them in our business activities and along our value chains. In particular, this includes the prohibition of child and forced labor, the prohibition of all forms of human trafficking, slavery and discrimination and the strengthening of freedom of association. We are also committed to compliance with occupational health and safety, the continuous payment of living appropriate wages and the prohibition of environmental pollution, forced eviction and the use of security forces if their use entails the risk of human rights being disregarded or restricted. We are also guided by the [UN Guiding Principles on Business and Human Rights](#).

This policy statement clarifies our company-specific commitment to respecting human rights, as already reflected in other company guidelines and in particular in our [corporate guidelines](#), our [Supplier Code of Conduct](#) and our USGQ policy on the environment, safety, health and quality.

The principles set out here apply to the business activities of all Alzchem Group companies and their employees. In addition, we also expect our suppliers and other business partners to commit to upholding the principles set out here and to implement appropriate processes to respect human rights. This also includes that our partners provide information on how the aforementioned principles are complied with when requested to do so by Alzchem.



We comply with applicable law in all circumstances in our business conduct. In cases where international human rights are restricted by local laws, we strive to promote the principles behind international standards without conflicting with local laws. Where local laws go beyond international standards, we comply with them.

As a globally active company in the chemical industry, we have the opportunity to strengthen the protection of human rights and the environment in a variety of ways. However, we are also aware of the potential human rights and environmental risks associated with our business activities.

As part of our regular risk analyses, which we carry out for our business units and our supply chains, we identify risks that we consider to be priorities due to their potential severity and our ability to influence them. In our case, these are currently in particular the health protection and occupational safety of Alzchem employees, environmental protection, product safety and the (non-)observance of human rights in the supply chain.

We incorporate the results of our risk analyses into the relevant business processes, in particular into our supplier management system. Where risks exist, we implement suitable preventative measures. These are in detail:

- **MEASURES TO ENSURE THE HEALTH AND SAFETY OF ALZCHEM EMPLOYEES:** The health and safety of our employees is our top priority. By implementing uniformly high standards (including OHRIS certification) at all our sites, we are continuously working to create a safe and healthy working environment. Our employees and the employees of the contractors active on our sites regularly take part in training courses to promote and develop their safety-conscious behavior.
- **ENVIRONMENTAL PROTECTION MEASURES:** We operate our plants in compliance with all applicable regulations and standards, were one of the first companies in Germany to adopt a climate roadmap approved by shareholders to reduce greenhouse gases, continuously measure our progress in environmental protection and publish this annually in our annual report.
- **PRODUCT SAFETY MEASURES:** As part of our product stewardship program, we continuously review the safety of our products in terms of health and environmental risks along our supply chain.
- **MEASURES TO ENSURE COMPLIANCE WITH HUMAN RIGHTS IN THE SUPPLY CHAIN:** We take human rights and selected environmental criteria into account when selecting and evaluating our suppliers and implement appropriate control measures. This also includes training and audits of our suppliers.





In cases where we have directly caused or contributed to human rights violations through our business activities, we are committed to implementing appropriate remedial measures. If our contribution to a violation, for example due to a business relationship, was only indirect, we will use our influence to implement appropriate remedial measures. In such a case, we also reserve the right to terminate the business relationship with the partner concerned.

The whistleblower hotline is available to our employees and business partners worldwide around the clock, all year round, by telephone, email and online. It can also be contacted by any other stakeholder, such as the neighbors of our production sites. Reports via the whistleblower hotline can also be made anonymously. Whistleblowers, in particular Alzchem employees, may not be disadvantaged for submitting a report via the Whistleblower Hotline, unless the report was made improperly.

Possible compliance violations, which also include human rights violations and environmental violations, can be reported either via our Compliance Officer or via our Whistleblower Hotline (<https://alzchem.hinweisgeberexpertemeldeplattform.de/en>).

Responsibility for compliance with the human rights obligations set out here lies with our Compliance Officer, who, as Human Rights Officer, is also responsible for the successful implementation of our human rights strategy together with his organization.

We will continuously and cooperatively develop our human rights and environmental due diligence obligations. This includes regularly reviewing and, if necessary, updating this declaration of principles.

The Management Board of Alzchem Group AG

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