

Declaration of principles of Messingschlager GmbH & Co. KG on compliance with human rights and protection of the environment

Messingschlager GmbH & Co. KG - hereinafter referred to as Messingschlager - is aware of its overall corporate responsibility as a company with international business relationships and a global business model. We are therefore committed to improving the global human rights situation and environmental protection along our supply chains and design our business relationships in a socially and environmentally conscious manner with a view to sustainable development for everyone involved. Convention on persistent organic pollutants

Our commitment to international standards and guidelines

The policy statement is based on compliance with relevant regulations and laws. The following international standards and guidelines are fundamental to our business activities and cooperation with our business partners:

- The United Nations (UN) Universal Declaration of Human Rights
- The basic principles of the International Labor Organization (ILO)
- The Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises
- The ten principles of the UN Global Compact (UNGC)
- The law on due diligence in the supply chain (LkSG)

In addition, the requirements of the following conventions and regulations in particular represent essential references for our responsible actions:

- Minamata convention on mercury
- Stockholm convention on persistent organic pollutants (POPs)
- Basel convention on the control of transboundary movements of hazardous wastes and their disposal
- EU regulation on the import of conflict materials ((EU) 2017/821)

Human rights and environmental principles from Messingschlager

In order to preserve and protect the human rights of our own employees and those of our business partners as well as environmental protection, we focus on compliance with the human rights and environmental principles listed below.

We ask our employees and business partners to adhere to the following principles, which ensure fair working conditions and mutual respect:

Human rights and working conditions

We ask our employees and business partners to adhere to the following principles, which ensure fair working conditions and mutual respect:

- The ban on child labor in accordance with the ILO Convention
- No forced labor and ban on all forms of slavery
- Occupational safety and reasonable working hours
- Respect for freedom of association
- Equal treatment of employees
- Reasonable wages
- The prohibition of unlawful eviction and the unlawful deprivation of land, forests and waters
- Prohibition of hiring or using security forces to protect the entrepreneurial project
- No impairment of protected legal positions

Environmental protection

- Prohibition of causing harmful soil, water and air pollution, noise emissions or disproportionate water consumption
- Ban on the production of products containing mercury (Minamata Agreement)
- Ban on the use of mercury and mercury waste
- Prohibition of the production and use of chemicals (persistent organic pollutants POPs) in accordance with EU Regulation 2019/2021
- Prohibition of non-environmentally sound handling, storage and disposal of waste (POPs)
- Ban on the import and export of hazardous waste (Basel Agreement)

Risk analysis and prevention

We carry out risk analyzes in the context of our business activities. The insights gained from this are incorporated into the development of concrete measures to minimize or avoid risks. To adequately protect the human rights of our employees, we have established measures that are documented in our corporate principles, guidelines and procedures instructions.

Remedial measures

We reserve the right to take remedial action in the event of human rights and environmental violations.

Complaints procedure

Furthermore, a complaints procedure has been set up that allows violations of human rights or environmental concerns to be reported anonymously.

The complaint system is accessible to Messingschlager employees and third parties at the following address: <http://messingschlager.hinweise-geben.de>

All reports are checked and processed. Each incident is assigned to the relevant departments so that specific and appropriate actions and solutions can be developed and tracked.

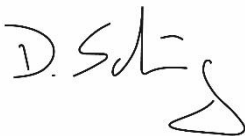
Human rights and environmental expectations

Our human rights and environmental requirements are anchored in our supplier code of conduct and our manufacturer and supplier declaration. The business partners must confirm compliance with the requirements in writing.

Corporate responsibility

The Messingschlager management is responsible for this policy statement. It is their job to ensure that the requirements of the declaration are implemented and adhered to.

Baunach, Apr. 22, 2024



Dennis Schömburg
CEO Messingschlager GmbH & Co. KG