

BRÜCKNER GROUP POLICY STATEMENT

COMPLIANCE WITH HUMAN RIGHTS AND ENVIRONMENTAL DUTIES OF CARE

For us in the Brückner Group, behaviour in compliance with the law is always a top priority for management, executives, and employees alike. A Code of Conduct, which governs our conduct and guides us when handling selected issues, serves as a compass and guideline throughout the Group.

The values set out in the Code of Conduct also include respect for basic human rights and fundamental environmental standards. We recognise that, in addition to many benefits, our business activities and global supply and value chains might also have occasional detrimental impacts on people and the environment.

We accept this corporate responsibility.

Therefore, we are committed specifically to

1. the core labour standards of the International Labour Organization (ILO) with their four basic principles: freedom of association, the right of collective bargaining, the elimination of forced and child labour, and the prohibition of discrimination in respect of employment and occupation.

and
2. fundamental environmental laws, for example on the use of mercury or persistent organic pollutants (PoPs), on the movement and disposal of hazardous waste, and also on the prevention of significant soil, water and air pollution as well as harmful noise emissions and excessive water consumption.

We undertake to respect these rights in our own business activities and in our global supply and value chains.

To satisfy this commitment internally, we have introduced clear internal rules, assigned special responsibilities, and established regular and ad-hoc reporting obligations directly to the Managing Directors. A proper grievance procedure is provided for those affected.

We have the same expectations of our suppliers that we have of ourselves. We expect that they likewise acknowledge respect for these rights, commit to establishing appropriate due diligence processes, and impart these expectations also to their own suppliers.

For us, respect for these rights is an ongoing process. That is why we use a defined process to repeatedly identify and assess the relevant issues, as well as our direct and - where necessary - indirect business relationships, and initiate corrective measures when needed. In addition to that, we have also introduced precautionary measures to prevent the violation of environmental and human rights.

We focus on risks that are material for our industry and business activities, which we have identified in a detailed analysis. As a machine and plant engineering company, we have a high proportion of skilled occupations in which we see a below-average risk of child or forced labour. On the other hand, the handling of heavy machinery and the manufacture of mechanical engineering components pose higher occupational safety risks compared to other industrial sectors. We have also recognised that the sourcing of components from certain regions of the world can involve an increased risk for compliance with certain human rights.

Based on a detailed analysis of our business activities, we do not currently see any increased risk of a violation on our part or on the part of one of our main suppliers with respect to the environmental rights specified.

We want to pay particular attention to the risk areas identified in order to create a sustainable culture of observing and raising standards together with our business partners.

Siegsdorf, 21. Dezember 2023
Date and Place:

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