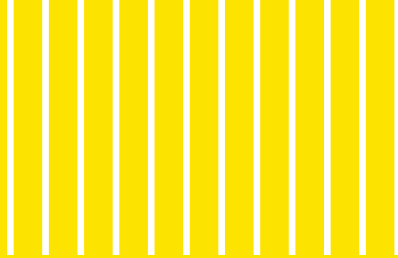


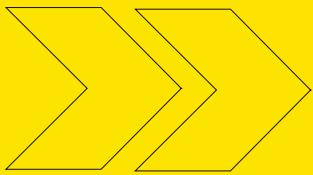
# Human Rights Policy Statement



*Think Tomorrow.*



As an internationally operating company in the field of intralogistics, the SSI SCHAEFER Group<sup>1</sup> influences the lives of many people around the world - both our own employees and the lives of all those employed in our value chain. Ensuring that this impact is a positive one is of particular importance to the SSI SCHAEFER Group. For this reason, we are committed to our social responsibility and contribute to business with integrity and sustainable development. This is how we create lasting value - for our customers, employees, shareholders, business partners and society as a whole.



In this context, respect for human rights is a fundamental component of our actions as a value-based family company. Our claim is that human rights are respected in all companies of the SSI SCHAEFER Group and are also observed by our business partners. Our goal is clear: We only want to sell human rights compliant projects and products.



<sup>1</sup> Fritz Schäfer GmbH & Co KG and all companies in which Fritz Schäfer GmbH & Co KG directly or indirectly holds a majority share.

# A\_Our Commitment to Respect Human Rights

With this policy statement, we - the Management of the SSI SCHAEFER Group - commit ourselves to the company's own human rights strategy and to the observance of universal human rights. Specifically, this means that we are committed to complying with the following agreements and frameworks:

- United Nations (UN) Universal Declaration of Human Rights of 1948
- United Nations (UN) Guiding Principles on Business and Human Rights (UNGPs) of 2011
- Core Labour Standards of the International Labour Organization (ILO)

The following principles are of particular importance for the respect of universal human rights:

- Compliance with the prohibition of child labor, forced labor and all forms of modern slavery
- Payment of adequate wages at least equal to local minimum wages, with working hours in accordance with all applicable laws
- Respect for all occupational health and safety obligations
- Equal treatment and protection against discrimination, harassment and bullying
- Recognition of the right of all employees to form or join trade unions and to bargain collectively over working conditions
- Avoidance of environmental hazards that can have a negative impact on people

In addition to this policy statement, the human rights mentioned in the principles and agreements are also reflected in the following documents that are valid throughout the Group:

- Code of Conduct of the SSI SCHAEFER Group
- Code of Conduct for Business Partners of the SSI SCHAEFER Group

For us, respect for human rights is a basic prerequisite for any cooperation with suppliers. That is why our business partners contractually commit to respecting human rights within our business relationship. Our goal is to work together toward global supply chains that are free of human rights abuses.



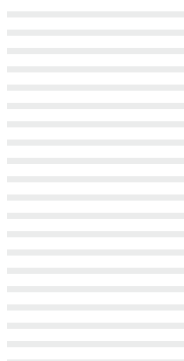



# B\_Our Approach to Respecting Human Rights

## I. Own business operations

For us, compliance with human rights in our own business operations represents the basis of sustainable value creation. For this reason, in accordance with the requirements of the German Supply Chain Due Diligence Act, we conduct an ongoing and event-driven risk analysis, which is designed to help us identify human rights-related and environmental risks at an early stage, remedy them, and eliminate them for the future. In doing so, we prioritize the risks that have greater weight in terms of severity, reversibility and probability and over which we can exert an influence or even have a causation contribution. We will continue to develop this policy statement on the basis of the results of the risk analysis.

The currently defined focus topics minimum wage, working conditions and health protection within our own business area result from the activities in the machine and plant engineering sector of the SSI SCHAEFER Group and the resulting worldwide assembly and installation of large-scale plants (gross risk analysis). To determine the specific risks arising in our business area (net risk analysis), we draw on the evaluations of our compliance reports and compliance cases, broken down into the categories "human rights violations" and "violations of environmental, health and safety regulations". We also plan regular exchanges with the relevant internal specialist areas such as HR and Occupational Health and Safety in order to assess potential risks centrally. We strive to achieve uniformly high standards for our plants to provide a safe and compliant workplace for both our own employees and external personnel.

Our measures for compliance with universal human rights are derived from the above-mentioned standards such as the United Nations (UN) Guiding Principles on Business and Human Rights. Through the group-wide application of our Code of Conduct and this policy statement, all companies of the SSI SCHAEFER Group are committed to complying with these standards and in the future, this policy statement will be supplemented by a guideline on human rights. In addition, employees are regularly trained on human rights topics, among other things, as part of our Compliance eLearning. For in-person training, we place a focus on the networking of Purchasing, Compliance and GSC in order to particularly sensitize the relevant company divisions. Internal auditing will monitor compliance with this policy statement and include it in its audit criteria.



# B\_Our Approach to Respecting Human Rights

## II. Supply chain

We are also committed to respecting human rights within our supply chain and will conduct risk analyses from Q1 2023 to identify potential or existing human rights violations. We are proceeding in two steps here: First, our supplier data is automatically compared with recognized indices, resulting in the country and industry risk as well as our individual purchasing risk (gross risk analysis). In the next step, all risk suppliers undergo a more in-depth assessment in order to identify possible grievances and drive improvements (net risk analysis). In this process, we are in close contact with our suppliers and support them in implementing corrective measures. To monitor agreed corrective actions and the implementation of our Code of Conduct for Suppliers, we conduct audits at our suppliers' sites in accordance with an internally defined Audit Charter. If these preventive measures fail, our employees, customers, suppliers and all other potentially affected parties have access not only to personal reporting channels but also to our electronic whistleblowing system, which can be used around the clock to report existing or imminent human rights violations. The information is processed confidentially and professionally by a team from Group Compliance

specializing in investigations. We expect all business partners within our supply chain to also commit to respecting universal human rights and to work towards compliance in their own supply chain. Our strategic suppliers confirm this by acknowledging our Code of Conduct for Business Partners and by accepting our purchasing conditions. We derive remedial measures as well as future preventive measures from the risk analyses. We are always available to our suppliers for questions and problems and plan to offer training on human rights due diligence in the future.

We also include indirect suppliers in the aforementioned analyses and measures; in particular, if we have factual indications that make a violation of a human rights-related or environmental obligation at an indirect supplier appear possible (substantiated knowledge).

# C\_Responsibility and Compliance With This Policy Statement

This policy statement is binding for the entire SSI SCHAEFER Group. The members of the Group Management are responsible for its implementation. In addition, the heads of the regions together with the respective management of the local companies are responsible for its implementation on site.

The group function Group Compliance & Internal Audit manages the topic of human rights and develops it further in cooperation with the Purchasing, GSR and HR departments. The Vice President Compliance & Internal Audit reports regularly to the Group Management on human rights activities and in particular on any anomalies.

Internal Audit will monitor compliance with this policy statement and include it in its audit criteria.

Neunkirchen, December 01, 2022

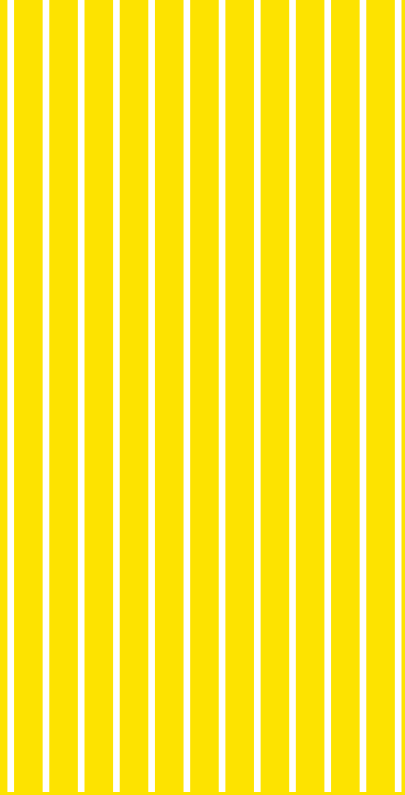


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