

Policy statement ¹
to respect human rights and protect the environment
according to the requirements of the
German Act on Corporate Due Diligence in Supply Chains (GACDDSC)

As a company with international business relations, the Wiechers & Helm Group is aware of its responsibility and is therefore committed to improving the global human rights situation and environmental protection along our supply chains and shapes its business relationship in a socially responsible manner for all parties involved.

With this policy statement, we expressly commit to the conventions mentioned in the annex to § 2 para. 1, § 7 para. 3 sentence 2 of the German Act on Corporate Due Diligence in Supply Chains (GACDDSC) and are committed to protecting the internationally recognised standards. Globalisation and technological progress are leading to a steadily increasing interdependence of international markets, which brings both opportunities and challenges. The opening up of new markets and production sites creates jobs and prosperity in the countries of origin. At the same time, it must be ensured that internationally recognised human rights and environmental protection are respected in the supply chains and that their enforcement is not hindered by intransparency.

We, the Wiechers & Helm Group, are committed to respecting, protecting and upholding the human rights of individuals and the protection of the environment. We stand by this responsibility as a company, regardless of the ability or willingness of states to fulfil their obligation to protect human rights. The management of our company is committed to this and ensures that corporate due diligence is adhered to in the day-to-day business operations of each of our business units.

For this purpose, the Wiechers & Helm Group is setting up a risk management system to identify and effectively eliminate human rights violations and violations of environmental protection within the supply chain. Based on a risk analysis, measures are taken to identify violations of human rights and environmental protection in advance and to proactively exclude them where possible.

Based on the risk analysis we conducted, we came to the conclusion that, due to our globally established business relationships, special attention must be paid to risks with human rights and/or environmental relevance, and when selecting our business partners, we try to ensure

that they comply with all international standards for the protection of human rights and the environment.

We encourage our employees to report any conflicts or suspected violations of this policy. We encourage our employees to report any conflicts with or suspected violations of this policy statement to management and human resources.

For the Wiechers & Helm Group, equal rights for all are a matter of course and we do not discriminate against anyone on the basis of gender, sexual identity, descent, race, language, home and origin, faith, religious or political views or disability. We expressly oppose any use of physical, sexual and psychological violence and harassment. We reject corruption as well as child labour, forced labour and human trafficking. Our understanding of the protection of human rights also includes paying fair wages, working towards appropriate working conditions on site and preventing the exploitation of children.

The Wiechers & Helm Group stands for compliance with these principles. We communicate the values within the company and to our partners. Through regular training, we ensure that the values are implemented and lived in the company. Already when selecting our business partners, we make sure that they also have an equal claim to human rights and environmental values.

Hamburg, May 31st, 2023