

HUMAN RIGHTS STATEMENT AND POLICY

1. Our commitment to the respect for human rights

Our actions are guided by our corporate values. Principles of ethical behaviour – and consequently the respect for human rights and the practice of human rights due diligence – therefore take top priority in our company and in all associated processes.

The Haberkorn Group is also part of the United Nations Global Compact. Our commitment to human rights is based on the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. Our approach is oriented towards the International Bill of Human Rights and the International Labour Organization's 1998 Declaration on Fundamental Principles and Rights at Work. We always comply with applicable laws.

The responsibility for implementing this Policy lies with Haberkorn's Executive Board and managers. This ensures that the respect for human rights is anchored in every area of our company and that every employee is aware of this requirement.

With this Statement we agree to adhere to and to further develop our human rights due diligence processes.



Wolfgang Baur
Board of Directors



Gerald Fitz
CEO



Joachim Leissing
Head of Strategic Business
Unit Construction



Harald Stix
Head of Strategic Business
Unit Industry



Christoph Winder
Board of Directors

2. Relevant human rights issues

We commit to respecting all internationally recognised human rights and focus on the following human rights issues within the framework of our human rights due diligence processes:

- Non-discrimination in employment and careers
- Working conditions (pay, working hours)
- Protection of privacy and data
- With respect to our supply chain: all human rights risks

3. Persons responsible for human rights due diligence at Haberkorn

The responsibility for the ongoing administration and monitoring of the Human Rights Policy at Haberkorn is the human rights officer. The coordination of activities and the setting of priorities as well as the management of the Haberkorn Group's company-wide efforts aimed at the respect for human rights is the responsibility of the Executive Board. The functions portfolio management, process and quality management, compliance and human resources are responsible for ensuring that this Policy is integrated into day-to-day business.

4. Human rights due diligence at Haberkorn

To ensure compliance with international human rights standards, national laws and Haberkorn Group policies, we perform the appropriate human rights due diligence in order to identify, assess and address potential and actual negative impacts on human rights in our business activities and our supply chain. In the event of a risk of our business activities causing or contributing to negative impacts on human rights, we have a procedure for assessing, modifying, stopping and/or correcting our activity.

We call upon our workforce to be vigilant and to report any suspected infringements of our Human Rights Policy. In addition to the respective managers and the human resources department, our “complaints channels” include a compliance hotline which our employees can contact by telephone or email.

We see the highest risks for human rights in our supply chain. We maintain direct business relationships with our suppliers. Our portfolio managers are in direct contact with them and underline the importance we attach to ethical, social and ecological standards. If we find that our standards are not being met, we work with the suppliers to ensure that the appropriate corrective measures are implemented. If necessary, we arrange for supplier audits to be carried out by third parties.

The respect for human rights is part of our company-wide Code of Conduct and our Supplier Code of Conduct. Employees and managers are trained regarding our human rights due diligence requirements. By signing our Supplier Code of Conduct, our suppliers confirm their compliance with minimum standards in respect of human rights and the protection of the environment.