

Montanhydraulik GmbH's policy statement on respect for human rights

1 INTRODUCTION

The Montanhydraulik Group (hereinafter referred to as Montanhydraulik) is characterized by the fundamental values of continuity, reliability, and trust. The company considers respect for human rights as an indispensable part of its corporate responsibility. This statement on respecting human rights is an important addition to Montanhydraulik's Code of Conduct guidelines.

Montanhydraulik is committed to complying with all applicable legal obligations and regulations while always acting in accordance with ethical principles.

This statement and the human rights due diligence obligations outlined herein are in line with the requirements of the Supply Chain Due Diligence Act (LkSG) and have been adopted by Montanhydraulik's management.

2 HUMAN RIGHTS

Montanhydraulik is committed to protecting the following human rights within its own business activities and expects the same from its immediate business partners:

Prohibition of Child Labor: The protection of children is a fundamental anchor of international human rights. Montanhydraulik is committed to these fundamental rights and rejects all forms of child labor. Montanhydraulik ensures that the minimum age for employment is respected in accordance with internationally recognized standards and legal requirements to protect the rights and development of children.

Prohibition of Forced and Compulsory Labor: Montanhydraulik has a clear policy that rejects forced and compulsory labor and combats illegal employment of workers. The company's principles and values are in line with the international consensus that any form of involuntary labor is unacceptable. Montanhydraulik is committed to adhering to the highest ethical standards and respecting fundamental human rights throughout the supply chain.

Right to Health and Safety at Work: Promoting occupational safety and health protection is a central prerequisite for daily operations at Montanhydraulik. All Montanhydraulik employees are required to comply with occupational health and safety regulations and actively contribute to workplace safety and health protection.

Freedom of Association, Right to Collective Bargaining, and Right to Strike: Montanhydraulik respects and promotes the right of employees to freedom of association, the right to join or affiliate with a trade union, and the right to collective bargaining and strike in accordance with applicable laws at the respective workplace. Montanhydraulik recognizes the importance of collective bargaining as a means to improve working conditions and advocates for open dialogue between employers and employees.

Equal Opportunities and Protection Against Discrimination: Montanhydraulik recognizes the principles of respectful, fair, and loyal interaction. The principles of equal opportunities, equal treatment, and mutual respect play a paramount role. Montanhydraulik rejects any form of

discrimination and takes action against it. No one should be disadvantaged or harassed because of their origin, gender, sexual orientation, religion or belief, disability, or age. We treat all employees, partners, and customers equally respectfully and fairly, aiming to create an inclusive work environment where diversity is considered a strength.

Compensation and Benefits: Montanhydraulik ensures that the compensation and benefits of all employees meet at least the legal requirements of the respective country in which Montanhydraulik operates. The company recognizes that adequate compensation is a crucial factor for the quality of life of employees. Therefore, Montanhydraulik is committed to ensuring regular and fair remuneration that enables an adequate standard of living.

Environmental and Climate Protection: Montanhydraulik considers environmental and climate protection as a central corporate goal. In all business activities, Montanhydraulik relies on environmentally friendly, resource-saving, and energy-efficient approaches in product development, production, and transportation. In line with the requirements of the Supply Chain Due Diligence Act, Montanhydraulik refrains from using substances classified as hazardous, such as mercury and persistent organic compounds. The responsibility extends beyond purely economic aspects and includes the sustainable preservation of the environment for future generations.

Protection of Local Communities and Indigenous Peoples: Montanhydraulik is aware of the impact of its business activities on local communities and is committed to respecting the rights of these communities and indigenous peoples. Montanhydraulik pursues responsible and sustainable corporate governance that considers both ecological and social aspects. Through dialogue and cooperation with affected communities, Montanhydraulik aims to bring about positive changes and make a sustainable contribution to the development of these regions.

Use of Security Forces: When Montanhydraulik employs private or public security forces to protect the company, it places the utmost importance on the unrestricted compliance with international human rights. Montanhydraulik rejects any form of torture, inhumane treatment, or violation of physical integrity by private or public security forces. The company is committed to ensuring that all security measures comply with human rights standards and provide a safe working environment without violating the fundamental rights and dignity of individuals.

3 IMPLEMENTATION OF DUE DILIGENCE OBLIGATIONS

3.1 Own Business Area and Immediate Suppliers

3.1.1 Risk Management and Responsibility

Risk management at Montanhydraulik ensures compliance with all due diligence obligations in business activities and the supply chain.

3.1.2 Risk Analysis

To ensure compliance with due diligence obligations, Montanhydraulik regularly conducts a human rights risk analysis. The focus is on identifying human rights and environmental risks

both within the company and with Montanhydraulik's immediate suppliers. The results of the risk analysis are communicated to Montanhydraulik's management.

3.1.3 Preventive Measures

Montanhydraulik implements the necessary preventive measures to ensure compliance with the aforementioned standards. The expectations for business partners are defined in the Code of Conduct for Contract Partners.

3.1.4 Remedial Measures

If a violation of the aforementioned human rights is identified in Montanhydraulik's business activities or with an immediate supplier, appropriate remedial measures are initiated. The goal is to improve the situation for those affected promptly and prevent future violations.

3.1.5 Complaint Procedure

A dedicated complaint procedure has been established for reporting potential violations of the standards.

Montanhydraulik investigates all compliance suspicions impartially. If necessary, Montanhydraulik cooperates with authorities or third parties. If required, the responsible works councils are involved in the respective investigations in a timely manner.

3.2 Indirect Business Partners and Suppliers

Montanhydraulik places importance on identifying indirect business partners and suppliers to ensure that the supply chain meets human rights and environmental protection standards.

If indications of possible violations by indirect suppliers arise, the situation is carefully examined to take appropriate measures and avoid or minimize potential human rights violations.

Montanhydraulik promotes exchange with its suppliers and establishes communication channels that enable continuous dialogue. This ensures that best practices are implemented and all parties keep relevant standards in mind regarding human rights and environmental protection.

4 APPOINTMENT OF A HUMAN RIGHTS OFFICER

Montanhydraulik has defined clear responsibilities for compliance with human rights due diligence obligations and appointed a Human Rights Officer.

5 CONTACT

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