

Policy statement

on human rights and environmental due diligence obligations

Contents

1. Our commitment to human rights and environmental obligations.....	1
2. Human rights and environmental risks at Meyer & Meyer.....	1
3. Expectations of employees and business partners.....	2
4. Responsibility.....	3
5. Development.....	3
6. How to contact us.....	3

1. Our commitment to human rights and environmental obligations

Meyer & Meyer SE & Co. KG and its subsidiaries (hereinafter “Meyer & Meyer”) employ over 1800 workers worldwide. Meyer & Meyer is aware of its corporate responsibility and is explicitly committed to fulfilling human rights and environmental obligations.

The basis for this policy statement is the Supply Chain Act (*Lieferkettensorgfaltspflichtengesetz – LkSG*). As an international company, we are obligated to uphold international standards and regulations. Our corporate activities are steered by this obligation, serve to express our values and standards, and form the foundation for our work with business partners. The following international standards and directives shape our daily conduct:

- United Nations Universal Declaration of Human Rights (UDHR)
- Declaration on Fundamental Principles and Rights at Work of the International Labour Organization (ILO)
- United Nations Convention on the Rights of the Child (UN-CRC)
- Committee on the Elimination of Discrimination against Women (UN-CEDAW)
- Guidelines for Economic Co-operation and Development (OECD)

2. Human rights and environmental risks at Meyer & Meyer

2.1. Risk analysis

The risk analysis was conducted pursuant to the requirements of § 6 para. 2 sentence 3 no. 2 LkSG. In order to meet these requirements, we conduct annual and needs-based risk analyses within our own business area and along our supply and value added chain. When doing so, we adapt our risk management and risk analysis to the respective requirements.

The risk analysis makes it possible to identify and evaluate human rights and environmental risks as well as violations of human rights and environmental obligations. The risks identified based on the risk analysis receive associated measures and responsibilities so that risks will be minimized in the long term. Our risk analysis has identified the following human rights and environmental risks that relate to our business activities or our supply and value added chains:

- Child labour, forced labour
- Workplace discrimination, sexual harassment, assault
- No freedom of association, no right to collective bargaining
- No payment of wages or social contributions
- No appropriate workplace protection or security
- No secure or healthy working environment
- No legally binding employment
- Climate, energy and air pollution

2.2. Preventive measures

We enact appropriate preventive measures in our own business area and in our relationships with suppliers and service providers based on regular risk analyses. In doing so, we always strive to improve the risk situation.

In our own business area, we promote adherence to human rights and environmental obligations through training, an Employee Code of Conduct, appointment of a Human Rights Officer and the implementation of a procedure for filing complaints.

In our relationships with suppliers and service providers, we promote adherence to human rights and environmental obligations, in particular through contractual obligations, adherence to the Corporate Code, adapted supplier selection processes, and reference to the procedure for filing complaints.

We have a zero-tolerance policy and reject any violations of human rights and breaches of environmental obligations.

2.3. Corrective measures

If we ascertain that a human right or environmental obligation is being or is about to be violated, we take suitable corrective measures to prevent, halt, or minimise this.

We investigate every report in the event of justified suspicion or concrete indications of a violation of human rights or environmental obligations at Meyer & Meyer or within our supply chain. After discussing the matter with our suppliers and service providers, we reserve the right to respond in a manner appropriate for the respective risk or violation.

2.4. Procedure for complaints

Our complaint procedure allows affected parties to report risks pertaining to human rights and the environment, and to report violations of human rights or environmental obligations, stemming from our actions or those of a business partner. The purpose of this is to become aware of grievances in a timely fashion and, when possible, resolve them and implement effective preventive measures.

Our complaint procedure gives every employee, business partner and third party the opportunity to submit reports to the responsible reporting office. All tips and reports are confidential.

3. Expectations of employees and business partners

We expect our employees to constantly act in an exemplary manner and to adhere to the Employee Code of Conduct. In particular, we expect them to abide by human rights and environmental obligations.

Meyer & Meyer expects its suppliers and service providers to commit themselves to preserving human rights and environmental due diligence obligations, implement suitable measures and communicate their expectations for conduct along their entire supply and value added chains. In order to ensure this, we refer to this policy statement and the Meyer & Meyer Corporate Code, and communicate our own expectations, with each new partnership.

Our suppliers and service providers are obligated to adhere to our requirements for employee rights, minimum wage, environmental and climate protection, sustainability and the prevention of corruption.

4. Responsibility

The upholding of human rights and environmental obligations is an integral part of our Meyer & Meyer compliance management system (CMS). The executive board and company management are responsible for fulfilling corporate due diligence requirements.

The internal Compliance Manager and Human Rights Officer monitors the respective legal and internal requirements across all departments and locations, and communicates these requirements to the departments internally. This individual is responsible for conducting annual and needs-based risk analyses in their own business area and throughout the supply and value added chains. The resulting reports are submitted to the executive board.

5. Development

For us, implementing due diligence obligations pertaining to human rights and the environment is a process of continuous development. As a result, this policy statement will be evaluated and adapted on a regular basis. Furthermore, a report on the results of the risk analysis and any incidents will be published annually on our website. The first such report will be published in April 2025.

6. How to contact us

Use our compliance reporting system: [online reporting system](#)
(available at: <https://meyermeyer.hinweisgeben.eu/whisper>)

E-mail address: hinweis-meyermeyer@park-wstr.de

Telephone number: +49 231 9580 6850

Address: Rheinlanddamm 199, 44139 Dortmund, Germany