

# Declaration of principles on human rights

*Version 1.1 / June 2023*

We are convinced that our business model can only be successfully realized in the future through long-term and responsible actions. For the Kleinewefers Group<sup>1</sup>, it is self-evident that people should respect and uphold human rights and that the entities of the group should contribute within their means to this end. For this reason, the Management Board has formulated its own position on human rights.

## Our Commitments

Kleinewefers Group is committed to respecting human rights as defined in the United Nations Guiding Principles on Business and Human Rights, the International Bill on Human Rights, and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

In addition, we enshrined our values emphasizing and embracing our responsibility to uphold human rights in our Group Code of Conduct.

## Our human rights due diligence

We strive to prevent or mitigate any possible adverse human rights impacts that could arise from our business activities. We identified two main streams to systematically prevent any human rights violations: Our core business and employees on the one hand and procurement practices on the other hand. For both dimensions, we have introduced governance instruments and respective policies to guide our decision-making in line with conscious management practices.

To review the impact of our entrepreneurial activities on human rights, we have set up a process to conduct a yearly human rights analysis; the first was conducted in 2022. The aim of the regular analysis is to analyze potential human rights risk issues and prioritize where we identify particular risks. On this basis, we continuously derive further measures to avert potential risks where necessary, align our management processes accordingly and raise awareness of these issues among our employees, business partners and suppliers. Our Sustainability Report provides more insights on how the Kleinewefers Group abides by its responsibility for human rights.

In addition to the above, we strive to continually improve our processes of due diligence and we also regularly raise awareness of human rights among our staff and suppliers. Employees, clients, suppliers and other business partners are encouraged to report potential compliance and human rights violations to relevant governance bodies.

<sup>1</sup> The term „Kleinewefers Group“ means Kleinewefers GmbH and its affiliated companies including Jagenberg AG and its affiliated companies.

# Overview of our most important instruments

The following offers an overview of the most important instruments by which we ensure that we meet our duty of care requirements on human rights.

## Codes of practice

- › *Code of Conduct*
- › *Supplier Code of Conduct*

## Governance bodies

### Managing Director / General Counsel Kleinewefers GmbH

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## The Board of Management



**Dr. Christian Jostes**  
Managing Director Kleinewefers GmbH



**Dr. Stephan Witt**  
Executive Board Jagenberg AG



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