

POLICY STATEMENT ON THE GERMAN SUPPLY CHAIN DUE DILIGENCE ACT (LkSG)



FOREWORD

Our company designs and implements highly specialized process solutions for pharmaceutical and medical technology companies worldwide, as well as for consumer and home care products of well-known brands. Our portfolio is complemented by comprehensive services related to the customer's product. As a technology leader in various market segments, we are able to provide customers with customized solutions ranging from laboratory applications to full production lines. With a global network of subsidiaries and representatives, we are always close to our customers.

As a company with international business relationships, Harro Höfliger recognizes its responsibility to ensure the protection of human rights and the environment throughout its supply chains. We therefore organize our cooperation with suppliers and partners based on the United Nations' 2030 Agenda for sustainable procurement, development, and production.

We explicitly commit to respecting and complying with the relevant requirements relating to human rights and environmental protection. At the same time, we are aware of the risks and potential lack of transparency associated with insufficient enforcement of applicable human rights and environmental standards. While we cannot completely rule out deviations, we face these challenges while also making use of the opportunities offered by global sourcing and sales markets.

RESPONSIBILITIES

Overall responsibility for the implementation of human rights and environmental due diligence obligations lies with the Senior Management.

For operational implementation, a Human Rights Officer has been appointed who ensures the execution and monitoring of due diligence obligations and reports regularly to management.

MEASURES FOR RISK MITIGATION

To fulfill our responsibility for people and the environment, we have established the following measures:

- We conduct regular software-supported risk analyses, also using data from the Global Compliance Solutions Group (GCSG) and Transparency International to assess country-specific risks.
- All suppliers are required to comply with our Code of Conduct or an equivalent policy of their own.
- If immediate risks to people or the environment are identified in the supply chain, we promptly develop measures in cooperation with the direct supplier or partner to eliminate or at least reduce them.
- If the agreed measures are not implemented or are not effectively addressed, we reserve the right to terminate the business relationship without delay.
- Suspected cases can be reported worldwide via our [Whistleblowing System](#).
- All reported cases are handled, reviewed, and evaluated by an independent body. In the event of violations, immediate countermeasures are initiated.



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- All employees, suppliers and partners have access to our Code of Conduct. Internally, we conduct regular training on this topic.
- As part of the annual management review, management is informed about risks, implemented measures and an evaluation of their effectiveness.
- The operational implementation of these measures is governed by the human rights policy as well as the associated guidelines and procedures.
- In addition, all measures are reviewed and further developed as needed by the internal Human Rights Officer.

A handwritten signature in black ink, appearing to read 'T. Weller'.

Thomas Weller
CEO