

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 respect human rights and protect the environment throughout its supply chains and to identify, prevent, minimize and address human rights-related and environmental risks by implementing appropriate due diligence measures.

We therefore align the management of our relationships with suppliers and business partners with the objectives of the United Nations 2030 Agenda. We are also committed to respecting internationally recognized human rights and align our human rights due diligence obligations, in particular, with the UN Guiding Principles on Business and Human Rights (UNGPs), the OECD Guidelines for Multinational Enterprises and the ILO Core Labour Standards.

RESPONSIBILITIES

Overall responsibility for implementing human rights-related and environmental due diligence obligations lies with the Management Board.

A Human Rights Officer has been appointed to support and monitor the company's internal risk management system. The Human Rights Officer performs specialist, coordinating, advisory and monitoring tasks and reports regularly to the Management Board.

To fulfil our responsibility towards people and the environment, we have established the following risk-minimization measures:

- We conduct regular software-supported risk analyses. Data from the Global Compliance Solutions Group (GCSG) and Transparency International are also used to assess the respective country risks.
- We expect our suppliers to comply with our Supplier Code of Conduct or comparable standards.
- If imminent risks to people or the environment are identified in the supply chain, we initiate appropriate remedial or risk-minimization measures.
- If identified risks or violations persist despite appropriate preventive and remedial measures, we examine further suitable measures, taking into account the circumstances of the individual case. These may include the suspension or termination of the business relationship.
- Suspected violations can be reported worldwide through our whistleblowing system: [Whistleblower System | Harro Höfliger](#)
- Reports received are recorded, reviewed and appropriately handled by an independent body in accordance with an established procedure. If a violation is confirmed following an appropriate review, suitable remedial measures are initiated.



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- Our Code of Conduct is publicly available on our corporate website. Employees receive regular training on the principles of conduct and compliance set out therein.
- As part of the annual management review, the Management Board is presented with identified risks, the measures implemented and an assessment of their effectiveness.
- The operational implementation of the measures described above is governed by the associated policies and procedures.

A handwritten signature in black ink, appearing to read 'TW'.

Thomas Weller
CEO