



COMMITMENT TO HUMAN RIGHTS

1 PRINCIPLES

The sustainable success of AustroCel Hallein GmbH (hereinafter referred to as “AustroCel”) is based on integrity and compliance. Legally compliant, morally impeccable, and trust-worthy conduct is the basis of all our actions.

AustroCel is committed to respecting human rights and is dedicated to preventing, mitigating and remedying any adverse impacts of its business activities on human rights.

AustroCel respects the human rights of all individuals and potential stakeholders who may be affected by its business activities. These include, in particular, employees, agency workers, staff of business partners and suppliers, contractors, local communities and other affected parties.

2 OUR COMMITMENT

Human rights¹ are rights to which all people are entitled, regardless of their skin colour, gender, nationality, ethnicity, language, religion or any other status.

AustroCel respects human rights throughout its own business operations, in its business relationships and – as far as possible and appropriate – throughout its supply and value chain. AustroCel is committed to complying with internationally recognised human rights, as well as the European Convention on Human Rights, the Charter of Fundamental Rights of the European Union and all applicable national legislation. Human rights violations are strictly rejected and will not be tolerated. Should a country’s existing laws deviate from recognised international human rights standards, AustroCel undertakes to demand that the higher standards be upheld.

¹ <https://unis.unvienna.org/unis/de/topics/human-rights.html> (date 12.02.2026)

As a member of the UN Global Compact, AustroCel also supports and respects the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines, and the International Labour Organisation's (ILO) principles and rights at work.

In particular, the following fundamental principles are fully supported:

- Prohibition of forced labour in any form
- Prohibition of child labour
- Fair compensation and reasonable working hours
- Safe and healthy working conditions
- Protection against discrimination and harassment
- Freedom of association, as well as the right to collective bargaining and employee representation.

In addition, AustroCel has further internal policies, such as the Anti-Discrimination Policy, designed in particular to promote social dialogue and working conditions and to prevent all forms of discrimination and harassment.

3 PREVENTION AND DUE-DILIGENCE

In order to rule out potential human rights violations before business relationships begin or whilst the partnership is ongoing, business partners are continuously screened for irregularities through risk-based checks (due diligence). These preventive measures include, amongst other things, automated supplier assessments. This due diligence process ensures that adverse impacts on human rights are identified at an early stage, prevented or avoided. To enable this process to be carried out, AustroCel undertakes to provide training where necessary to equip employees with the relevant skills or to further develop these skills. AustroCel regularly reviews the effectiveness of its human rights due diligence processes.

AustroCel's suppliers also undertake to comply with the 'AustroCel Code of Conduct for Suppliers' or equivalent standards, and to pass on and enforce these requirements within their supply chain. The Code is published on the AustroCel website and is freely accessible to all. Matters relevant to the fulfilment of our commitment to respect and promote human rights are monitored and overseen by the ESG Committee.

Should human rights implications become evident, AustroCel will demand to implement appropriate remedial measures. If no adequate solution can be found, this may lead to the business relationship being refused or terminated.

4 REPORTING PROCEDURE AND SANCTIONS

AustroCel takes its obligation very seriously. AustroCel therefore expects all employees and business partners to report any potential or actual human rights violations to us immediately – for example, via the AustroCel whistleblower system. All reports are investigated and, where necessary, appropriate remedial measures are taken.

The system can be accessed via the homepage, the intranet or by scanning a QR code on a mobile phone. A report can also be submitted anonymously. The Company will not tolerate



retaliation against employees or third parties who have reported a serious suspected or alleged breach in good faith.

Should it be true that a human rights violation has occurred or that a negative influence is being exerted or encouraged, AustroCel will take appropriate steps to resolve the situation.
