

## HUMAN RIGHTS POLICY STATEMENT

### PREFACE

The Leistritz Group is a globally operating company with its headquarters in Nuremberg. It operates in four business areas: Turbine Technology, Production Technology, Pump Technology, and Extrusion Technology. We use our experience, skills, and innovative strength to develop advanced technologies and to create a more sustainable future. Therefore, the adherence to human rights is an essential part of our corporate ethics and has been firmly embedded in our code of conduct for a long time.

Only by considering the needs and fundamental rights of our stakeholders in our business actions, we can achieve our goal of delivering sustainable quality products and continue to be a successful company in the future.

With this statement of principles, we reaffirm our commitment to the observance of human rights and the protection of the environment, outline our measures along our supply chain, and articulate our expectations of employees and business partners regarding these issues.

### COMMITMENT

The Leistritz Group commits itself to respecting and adhering to all internationally recognized human rights that are relevant to our company. Our actions are guided by the following recognized guidelines, which this statement of principles also bases itself on:

- The Universal Declaration of Human Rights
- The ten principles of the UN Global Compact
- The UN Guiding Principles on Business and Human Rights
- The ILO Declaration on Fundamental Principles and Rights at Work
- The OECD Guidelines for Multinational Enterprises

We acknowledge our responsibility to respect human rights and protect the environment and commit ourselves to empowering and encouraging our employees to consider these rights in their business actions and to consistently implement our standards.

We always adhere to the local laws of the countries in which we operate. If local legislations differ from international standards, we consider these as a minimum requirement and actively seek ways to meet the internationally valid human rights standards without violating national law.

We expect our business partners to also commit to the human rights standards mentioned here, implement appropriate processes to adhere to them, and pass these values on to their own business partners.

## OUR INFLUENCE ON HUMAN RIGHTS RISKS

Through the risk analysis of our business activities, we have identified the following fundamental human rights for us:

### ✓ Prohibition of Child Labor

The dignity and rights of children must always be protected. Therefore, we strictly reject any form of child labor and adhere to the legally established minimum age for employment in the respective countries. We carefully review the tasks of our minor employees who have reached the minimum working age for appropriateness.

### ✓ Prohibition of Forced Labor

We believe that work must always be performed on a voluntary basis. Therefore, we reject any form of forced or compulsory labor, human trafficking, and modern slavery. Our employment contracts allow termination within appropriately regulated periods.

### ✓ Protection Against Discrimination

We do not tolerate unequal treatment, discrimination, or harassment based on gender, age, skin color, sexual orientation, religion, nationality, ethnic origin, disability, or other characteristics protected by local laws. As a company, we commit to diversity and inclusion and shape our work environment according to these values.

### ✓ Environmental Protection

We are aware of the impacts of our business activities on the climate and environment, and therefore have implemented processes and measures to identify and minimize environmental risks.

### ✓ Protection of Personal Data

The personal data and privacy of our employees, customers, and other business partners are respected and protected by us and treated with the utmost confidentiality. We ensure compliance with locally applicable data protection laws.

## ✓ Appropriate Working Conditions

Fair and competitive remuneration is essential to us. We always comply with local minimum wage laws and observe existing collective bargaining agreements. Wages are paid in full and on time in the respective recognized currencies.

We adhere to the respective national regulations on working hours. Work-life balance is very important to us, which is why personal concerns are taken into account in the organization of working hours.

The protection and safety of our employees is our highest priority, which is why we always comply with applicable occupational safety laws and also implement our own guidelines to ensure a safe working environment and prevent workplace-related illnesses, accidents, and injuries.

## ✓ Freedom of Association and Collective Bargaining

Our employees have the right to join workers' representations or unions and to conduct collective bargaining within the framework of the applicable legislation; this right is always respected by us. We neither favor nor disadvantage employees who belong or do not belong to a union or workers' representation.

## IMPLEMENTATION

### ▪ Risk Analysis

To fulfill our human rights and environmental due diligence obligations, we conduct regular risk analyses. These include both our own business areas and our immediate suppliers.

For the latter, we use a multi-stage analysis process: First, we review all our suppliers based on risk criteria. Suppliers who show indications of human rights or environmentally relevant risks are then subject to a more in-depth analysis to specifically identify and assess these risks. If this assessment is also not satisfactory, we prioritize the risks and develop measures to minimize them. In this process, we seek dialogue with our suppliers to work out effective solutions.

### ▪ Complaint Procedure

Our employees, business partners, and external third parties can report suspected human rights and environmental violations against this policy statement through our complaint procedure on our website. There is an option to submit complaints anonymously. Regardless, we treat all complaints with the utmost confidentiality and consistently review and process them.

### ▪ Prevention and Remediation Measures

To prevent violations, we have implemented appropriate preventive measures, such as our Code of Conduct and this policy statement, as well as communicating our human rights requirements to our employees and business partners.

Should a violation still be reported or identified by us, we will immediately take corrective and remedial actions. Depending on the severity of the violation, civil and criminal consequences may also follow. We reserve the right to inform the relevant authorities in the event of proven violations of applicable legal regulations.

## RESPONSIBILITIES

The responsibility for implementing this human rights policy statement lies with the Executive Board of the Leistritz Group.

To implement and continuously develop the human rights strategy, a special team was formed, consisting of members of our HSE+S department, procurement, and legal department. This team works closely with other departments of the Leistritz Group to raise awareness of human rights issues and clarify the responsibility of each employee. In the future, we also plan to develop and conduct mandatory human rights training for all our employees.

The leader of the human rights team, the Head of HSE+S, regularly reports the implementation measures and progress directly to our Executive Board.

## NEXT STEPS

We are continuously committed to improving our human rights strategy to rectify or ideally prevent human rights violations in our areas of influence. For this purpose, we consistently review and optimize our processes.

We will publish our progress annually on our company website, [Leistritz.com](https://www.leistritz.com), starting from 2025.

## SCOPE

This policy statement applies to all our employees and covers all corporate areas worldwide. We bear the responsibility to ensure that our employees always act lawfully, both in their interactions with colleagues and with our partners and society.

The Leistritz Group's human rights policy statement was adopted on November 30, 2023, and will come into effect on January 1, 2024.

Nürnberg, 30.11.2023

Michael Everts  
(Chairman of the Board)