

## HUMAN RIGHTS AND ENVIRONMENTAL OBLIGATIONS AND PROHIBITIONS IN THE SUPPLY CHAIN

An indispensable basis for the business relationship between the supplier and Tschudin + Heid AG is the protection and observance of the following human rights and environmental protection goods not only by the supplier of Tschudin + Heid AG itself, but also along its supply chain. This includes in particular the observance of the human rights and environmental protected goods and prohibitions referred to in § 2 of the LkSG, as listed below; this also includes the conventions listed by reference in § 2 LkSG and its Annex No. 1 - 11 and the protected goods mentioned therein:

1. the prohibition of employing a child under the age at which compulsory schooling ends under the law of the place of employment, whereby the age of employment may not be less than 15 years; this does not apply if the law of the place of employment deviates from this in accordance with Article 2 (4) and Articles 4 to 8 of Convention No. 138 of the International Labour Organisation of 26 June 1973 concerning the minimum age for admission to employment (Federal Law Gazette 1976 II p. 201, 202).

2. the prohibition of the worst forms of child labour for children under the age of 18; this includes, in accordance with Article 3 of Convention No. 182 of the International Labour Organization of 17 June 1999 concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour (Federal Law Gazette 2001 II p. 1290, 1291):

2.1 All forms of slavery or practices similar to slavery, such as the sale of children and child trafficking, debt bondage and servitude, and forced or compulsory labour, including the forced or compulsory recruitment of children for use in armed conflict;

2.2 the use, procuring or offering of a child for prostitution, the production of pornography or pornographic performances;

2.3 recruiting, procuring or offering a child for unauthorised activities, in particular for the production of and trafficking in drugs;

2.4 work which, by its nature or because of the circumstances in which it is carried out, is likely to be harmful to the health, safety or morals of children.

3. the prohibition of the employment of persons in forced labour; this includes any work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily, for example as a result of debt bondage or trafficking in human beings; excepted from forced labour are work or services which comply with Article 2 para. 2 of Convention No. 29 of the International Labour Organization of 28 June 1930 concerning forced or compulsory labour (Federal Law Gazette 1956 II p. 640, 641) or Article 8 paragraph 3 numbers 2 and 3 of the International Covenant of 19 December 1966 on Civil and Political Rights (Federal Law Gazette 1973 II p. 1533, 1534).

4. the prohibition of all forms of slavery, slavery-like practices, serfdom or other forms of domination or oppression in the workplace, for example through extreme economic or sexual exploitation and humiliation.

5. the prohibition of disregarding the occupational health and safety obligations applicable under the law of the place of employment if this results in the risk of accidents at work or workrelated health hazards, in particular through

5.1 manifestly inadequate safety standards in the provision and maintenance of the workplace, the workplace and work equipment;

5.2 the lack of suitable protective measures to prevent exposure to chemical, physical or biological substances ;

5.3 the lack of measures to prevent excessive physical and mental fatigue, in particular through unsuitable work organisation with regard to working hours and rest breaks; or

5.4 The inadequate training and instruction of employees.

6. the prohibition of violations of the freedom of association, according to which

6.1 Employees are free to form or join trade unions ;

6.2 the formation, joining and membership of a trade union may not be used as a reason for unjustified discrimination or retaliation;

6.3 trade unions may operate freely and in accordance with the law of the place of employment; this includes the right to strike and the right to collective bargaining and agreements.

7. the prohibition of unequal treatment in employment, for example on the basis of national and ethnic origin, social origin, health status, disability, sexual orientation, age, gender, political opinion, religion or belief, unless this is justified by the requirements of the employment; unequal treatment includes in particular the payment of unequal remuneration for work of equal value.

8. the prohibition of withholding an appropriate wage; the appropriate wage is at least the minimum wage stipulated by the applicable law and is otherwise measured according to the regulations of the place of employment.

9. the prohibition of causing harmful soil change, water pollution, air pollution, harmful noise emissions or excessive water consumption that

9.1 significantly impairs the natural basis for the preservation and production of food;

9.2 denies a person access to safe drinking water ;

9.3 impedes or destroys a person's access to sanitary facilities; or

9.4 harms the health of a person.

10. the prohibition of unlawful eviction and the prohibition of unlawful deprivation of land, forests and waters in the acquisition, development or other use of land, forests and waters, the use of which secures the livelihood of a person.

11. the prohibition of hiring or using private or public security forces to protect the company's project if, due to a lack of instruction or control by the company in the use of security forces

11.1 the prohibition of torture and cruel, inhuman or degrading treatment is disregarded;

11.2 injury to life or limb; or

11.3 the freedom of association and unionisation are impaired.

12. the prohibition of an act or omission in breach of duty that goes beyond numbers 1 to 11, which is directly capable of impairing a protected legal position in a particularly serious manner and the unlawfulness of which is obvious on a reasonable assessment of all the circumstances in question.

13. the ban on the manufacture of mercury-added products pursuant to Article 4(1) and Annex A Part I of the Minamata Convention on Mercury of 10 October 2013 (Federal Law Gazette 2017 II p. 610, 611) (Minamata Convention)

14. the ban on the use of mercury and mercury compounds in manufacturing processes within the meaning of Article 5(2) and Annex B Part I of the Minamata Convention from the phase-out date specified for the respective products and processes in the Convention.

15. the ban on the treatment of mercury waste contrary to the provisions of Article 11(3) of the Minamata Convention

16. the ban on the production and use of chemicals in accordance with Article 3(1)(a) and Annex A of the Stockholm Convention of 23 May 2001 on Persistent Organic Pollutants (Federal Law Gazette 2002 II p. 803, 804) (POPs Convention), last amended by the decision of 6 May 2005 (Federal Law Gazette 2009 II p. 1060, 1061), as amended by Regulation (EU) 2019/1021 of the European Parliament and of the Council of 20 June 2019 on persistent organic pollutants (OJ L 169, 26.5.2019, pp. 45-77), which was last amended by Commission Delegated Regulation (EU) 2021/277 of 16 December 2020 (OJ L 62, 23.2.2021, pp. 1-3).

17. the prohibition of the non-environmentally sound handling, collection, storage and disposal of waste in accordance with the rules applicable in the applicable jurisdiction under the provisions of Article 6(1)(d)(i) and (ii) of the POPs Convention

18. the prohibition on the export of hazardous waste within the meaning of Article 1(1) and other waste within the meaning of Article 1(2) of the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal of 22 March 1989 (Federal Law Gazette 1994 II p. 2703, 2704) (Basel Convention), as last amended by the Third Ordinance amending the Annexes to the Basel Convention of 22 March 1989 of 6 May 2014 (Federal Law Gazette II p. 306, 307), and within the meaning of Regulation (EC) No 1013/2006 of the European Parliament and of the Council of 14 June 2006 on shipments of hazardous waste. March 1989 of 6 May 2014 (Federal Law Gazette II p. 306, 307), and within the meaning of Regulation (EC) No. 1013/2006 of the European Parliament and of the Council of 14 June 2006 on shipments of waste (OJ L 190, 12.7.2006 p. 1-98) (Regulation (EC) No. 1013/2006), which was last amended by Commission Delegated Regulation (EU) 2020/2174 of 19 October 2020 (OJ L 433, 22.12.2020 p. 11-19);

18.1 to a Party that has prohibited the import of such hazardous wastes and other wastes (Article 4(1)(b) of the Basel Convention);

18.2 to an importing country as defined in Article 2(11) of the Basel Convention that has not given its written consent to the specific import if that importing country has not prohibited the import of that hazardous waste (Article 4(1)(c) of the Basel Convention);

18.3 to a non-Party to the Basel Convention (Article 4(5) of the Basel Convention);

18.4 to an importing country if such hazardous waste or other waste is not managed in an environmentally sound manner in that country or elsewhere (Article 4(8), first sentence, of the Basel Convention).

19. the prohibition of exports of hazardous waste from countries listed in Annex VII to the Basel Convention to countries not listed in Annex VII (Article 4A of the Basel Convention, Article 36 of Regulation (EC) No 1013/2006).

19.1 The ban on the import of hazardous waste and other waste from a non-Party to the Basel Convention (Article 4(5) of the Basel Convention).

## 20 Other human rights standards

20.1 Ensuring labour protection management processes

20.2 Not developing, tolerating or supporting repression against human rights defenders as described in the EU Guidelines on the Protection of Human Rights Defenders.

20.3 Protect local communities and indigenous peoples as described in the UN Declaration on the Rights of Indigenous Peoples, the OHCHR Basic Principles and Guidelines on Development-Based Evictions and Displacement and ILO Convention No. 169 on Indigenous and Tribal Peoples in Independent Countries.

20.4 Compliance with internationally recognised human rights such as the United Nations Declaration of Human Rights, the United Nations International Covenant on Civil and Political Rights and the United Nations International Covenant on Economic, Social and Cultural Rights, the OECD Guidelines for Multinational Enterprises, the OECD Guidelines for Responsible Business Conduct, the UN Guiding Principles on Business and Human Rights and the National Action Plan "Implementation of the UN Guiding Principles on Business and Human Rights".

20.5 Compliance with the principles of the United Nations Global Compact.

## 21 Other environmental standards

21.1 Compliance with applicable national environmental laws, regulations and standards.

21.3 Climate protection in line with the Paris Climate Agreement.

21.4 Protection of biodiversity and deforestation-free supply chains in line with the EU Biodiversity Strategy for 2030, EU proposal for a regulation on deforestation-free supply chains, OECD FAO guidelines for responsible agricultural supply chains and to enable reporting in accordance with EU reporting standard ESRS E-4 from 2024.

21.5 Protection of water and water quality (e.g. water stress areas) in line with WWF, CDP, CEO Endorsements for Water Stewardship and Aquaeduct initiatives and to enable reporting in accordance with EU reporting standard ESRS E-3.

21.6 Fulfil the relevant environmental protection standards of their market segment for all products manufactured along the supply chain, including all materials used. This relates in particular to the reduction of energy and water consumption, the reduction of greenhouse gas emissions, the increased use of renewable energies and the promotion of appropriate waste management.

21.7 Compliance with the provisions of the REACH Regulation and RoHS Directive. This includes identifying chemicals, hazardous substances and other materials that pose a risk if released into the environment and organising their transport, storage, use or reuse and disposal in such a way that risks to the environment and employees are avoided.

21.8 Exclusive delivery of components and products that fulfil the contractually defined criteria for active and passive safety and can therefore be used safely in accordance with their intended purpose.

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