



HUMAN RIGHTS AND ENVIRONMENTAL PROTECTION

CSR POLICY MEILLER GROUP

Declaration of principles on due diligence obligations to respect human rights and environmental rights in accordance with the Supply Chain Due Diligence Act*

* § Section 6 (2) SCDDA



Preamble

The globally active MEILLER Group has been a family-owned company since 1850 and is a leading system supplier for commercial vehicle bodies for the construction and waste disposal industries as well as for premium lift doors. MEILLER develops and produces its products for worldwide distribution at its headquarters with its main plant in Munich and at eight other locations in Europe.



1. Compliance with internationally applicable standards

With this declaration, the MEILLER Group commits itself to respecting human rights and protecting the environment in its own company and business area and ensures that regulations on respecting human rights and protecting the environment are observed and complied with by direct suppliers.

The management of the MEILLER Group regards the implementation of this declaration of principles as a central corporate action.

The implementation of this declaration of principles in accordance with the conditions of the Supply Chain Due Diligence Act is thus managed by the Chairman of the MEILLER Group's Executive Board and ensures that the sites and business areas fulfil their delegated responsibility to respect human rights and protect the environment in their day-to-day activities.

The aim of the management is to ensure the implementation of the principles of the Supply Chain Due Diligence Act through clear structures and responsibilities and to anchor the topic in risk management.

The basis for the MEILLER Group's respect for human rights are the following internationally recognised standards.

- ✦ United Nations Universal Declaration of Human Rights UDHR | A/RES/217, UN Doc. 217/A-(III) (recognising, inter alia, the inherent dignity and inalienable rights of all members of the human community for freedom, justice and peace)
- ✦ Principles of the UN Global Compact (including protection of international human rights and prevention of human rights violations, precautionary principle for environmental problems)



- ✦ OECD Guidelines for Multinational Enterprises (including recommendations for responsible corporate behaviour in a global context)
- ✦ Core labour standards of the International Labour Organization (ILO) with their four basic principles (freedom of association and the right to collective bargaining, abolition of forced labour, elimination of child labour, no discrimination in respect of employment and occupation)
- ✦ European Convention for the Protection of Human Rights and Fundamental Freedoms (including the Universal Declaration on the Protection and Development of Human Rights)

Compliance with laws and standards is a top priority for the MEILLER Group. If we identify discrepancies in national and international law for the protection of human rights and the environment that we cannot harmonise, we pursue the higher standard as far as possible. In doing so, we continue to comply with national law and at the same time look for ways to resolve the discrepancy.

2. Implementation of measures to fulfil due diligence obligations

In order to ensure comprehensive compliance with the regulations for the protection of human rights and the environment in our own company or business unit and at our suppliers, the MEILLER Group has established the following procedures for fulfilling the following obligations in accordance with the requirements of Section 6 (2) sentence 3 no. 1 SCDDA.

- ✦ § Section 4 (1) SCDDA (risk management):

We have set up a SCDDA-related risk management system.

- ✦ § Section 5 (1) SCDDA (risk analysis)

As part of our risk management, we conduct an annual risk analysis to identify human rights violation and environmental risks

a.
Risk in our supply chain

along our supply chain. The results of the risk analysis are documented: as regulated in

- ◆ § Section 6 (1 to 5) SCDDA (preventative measures)
- ◆ § Section 7 SCDDA (corrective measures)
- ◆ § Section 8, 9 SCDDA (complaints procedures)
- ◆ § Section 9 SCDDA (actions regarding indirect suppliers)
- ◆ § Section 10 SCDDA (documentation and reporting obligations)

Steel is our most important raw material for both the hydraulically driven tipper bodies on commercial vehicles for the construction and waste disposal industry as well as the high-quality lift doors. We are aware that this means that we have to take special care in selecting and developing our portfolio of materials and suppliers for this primary product, which is produced in regions in India with higher population growth and poverty and is one of the main



sources of highly harmful environmental emissions. We are pursuing specific measures to improve the environmental and social impact of our steel use and to comply with international initiatives to achieve better standards.



We monitor our suppliers in EU and non-EU countries with regard to compliance with international social and environmental standards. In our sustainability goals for the entire MEILLER Group, for example, we have anchored the identification and elimination of child labour in the sense of the United Nations Agenda 2030 and including the worst forms of child labour (article 2 and 3, ILO Convention C182).

We continuously review the effectiveness of our procedures for assessing risks in our supply chain and for supplier development and make appropriate adjustments to our procurement strategy. Our strategic buyers and supplier managers are in constant direct contact with suppliers in the regions concerned. We conduct regular strategic supplier meetings and audits in which we consistently remind suppliers of their compliance with our high ethical, social and environmental standards. In the event of deviations from our Supplier Code of Conduct, we set up and implement action plans together with the suppliers and monitor the corrective measures to ensure that the risks to the environment and local society are effectively minimised.

b.
Risk in our business processes

In the event that we identify a potential risk that our business processes could have a negative impact on human rights or the environment, we have a process in place to assess, address and mitigate or eliminate the risk. For our energy-intensive welding processes, we pursue strategies to increase eco-efficiency and optimise the electricity mix.

We encourage our employees to report suspected violations of this policy statement or applicable laws for the protection of human rights and the environment via existing complaints procedures. For this purpose, we have assigned an internal resource in accordance with the requirements of § Section 4 (3) SCDDA with fixed responsibility for the reporting and complaints system as well as an external ombudsman's office.

We offer our business partners and other interested parties the opportunity to report potential violations of this declaration of human rights and environmental protection via our homepage



[www. meiller.com](http://www.meiller.com) to report potential violations of this Declaration of Principles on Human Rights and Environmental Protection.

3. Identification of human rights and environmental risks

The risk analysis has identified the following priority human rights and environmental risks in accordance with the requirements of § Section 6 (2) sentence 3 no. 2 SCDDA:

- ◆ Raw material and emissions
- ◆ Energy-intensive and harmful production processes
- ◆ Site and plant equipment and infrastructure
- ◆ Energy mix

4. Expectations of compliance with human rights and environmental risks

In accordance with the requirements of § Section 6 para. 2 sentence 3 no. 3 SCDDA, the MEILLER Group expects its employees, business partners and suppliers to respect the regulations for the protection of human rights and the environment and to take appropriate precautions to fulfil due diligence obligations regarding compliance with human rights and environmental standards. On the basis of the risk analysis carried out (section 3 of this declaration), the following groups of people were identified as requiring special protection::



5. Further development of human rights and environmental due diligence processes

- ✦ People from ethnic/religious minorities to promote diversity
- ✦ Workers at direct suppliers with production facilities/ registered offices in non-EU countries with regard to social standards, prohibition of forced and compulsory labour
- ✦ Workers with low qualifications or little or no access to qualifications to minimise discrimination
- ✦ Children/young people under the age of 15 with regard to the ban on child and youth work
- ✦ Women for the promotion of diversity

Respect for human rights and the implementation of human and environmental due diligence obligations in operational processes is an important contribution to improving the human and environmental rights situation for the MEILLER Group. For this reason, the MEILLER Group will ensure that the due diligence obligations arising from the SCDDA are complied with and constantly adapted to developments in the human rights and environmental law situation.

To this end, we have committed ourselves to measures throughout the MEILLER Group in line with our voluntary commitment. Examples of our measures are

- ✦ Collective wage agreements or comparable remuneration systems
- ✦ Transparency about fair and motivating remuneration systems to create equal opportunities and performance-related pay
- ✦ Various internal guidelines on employee health, including in the areas of human resources, the environment and occupational safety

- ◆ Strengthening our supplier relationship to monitor compliance with guidelines and regulations for the sustainable procurement of minerals (ban on minerals from conflict or high-risk areas)



6. Communication of the MEILLER Group's policy statement

Respect for human rights and protection of the environment are components of the Group-wide mission statement, manual, guidelines and organisational instructions on conduct in business dealings and are integrated into the MEILLER Group's Code of Conduct for Suppliers (CoC). Employees and managers are trained in the applicable internal guidelines and the Supplier Code of Conduct.

We communicate the MEILLER Group's declaration of principles via our websites (www.meiller.com, www.meiller-aufzugtueren.de).

We offer our business partners training on the topics of respect for human rights and environmental protection.

Informationen and contact –

- Corporate mission statement
- Quality, environmental and energy management manual
- Guideline on behaviour in business dealings
- Occupational safety for all employees



MEILLER Group

- Occupational safety guidelines for managers
 - Code of Conduct for Suppliers and Business Partners
 - General Terms and Conditions of Purchase
 - Management Report
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- If you have any questions about the MEILLER Group's policy statement on protecting human rights and the environment, please contact CSR Management: +49 89 1487-0, nachhaltigkeit@meiller.com

Munich, May 2024

A handwritten signature in blue ink, appearing to read "Michael Stomberg", written over a horizontal line.

Michael Stomberg (CEO)
MEILLER Group