

Declaration of Principles on Respect for Human Rights



Preamble

Gebrüder Lödige Maschinenbau GmbH is aware of its responsibility towards people, society and the environment. As a globally active company, we are committed to respecting and promoting human rights in all business areas and along the entire value chain. This policy statement forms the basis of our actions and reflects our values and beliefs.

Our Commitment

We respect international human rights standards, in particular the United Nations Guiding Principles on Business and Human Rights, as well as the ILO Labour Standards. Our goal is to create a fair and safe working environment in which all employees, partners and stakeholders are treated equally and respectfully.

Our principles

- 1. Freedom of association and collective bargaining**
We respect the right of our employees to organize and bargain collectively.
- 2. Abolition of child and forced labour**
We do not tolerate child labour, forced or compulsory labour in our own operations or in our supply chain.
- 3. Freedom from discrimination**
We promote equal opportunities and diversity. Discrimination on the basis of gender, age, ethnic origin, religion, disability or sexual orientation will not be tolerated.
- 4. Safe and healthy working conditions**
We guarantee a safe working environment and continuously invest in the health protection of our employees.
- 5. Fair working conditions**
We ensure that all employees are adequately remunerated and that the applicable labour law standards are complied with.

Implementation and responsibility

- 1. Corporate governance:** The management has the ultimate responsibility for the observance and promotion of human rights.
- 2. Compliance and control:** Compliance with these principles is monitored through internal audits, supplier evaluations and our reporting system.
- 3. Communication:** This policy statement is communicated internally and externally through various channels, including our website and internal SharePoint.

Grievance mechanisms

We have implemented a reporting system that provides employees and external stakeholders with the opportunity to anonymously report potential human rights violations. Each report is carefully reviewed and appropriate action is taken.

Scope

This policy statement applies to Gebrüder Lödige Maschinenbau GmbH as well as to all business partners and suppliers.

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