



# LABOR AND HUMAN RIGHTS POLICY

## Document Control

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### 1. Commitment and Responsibility

Delfort is committed to ensuring that all its national and international activities are conducted in accordance with our Labor and Human Rights Policy.

It is the responsibility of all delfort employees and leaders to ensure that none of delfort's businesses engage in practices which infringe legal or regulatory requirements, or which fall below our standards of human rights.

### 2. Scope of Policy

Our delfort values and our Labor and Human Rights Policy clearly define highest standards and are based on the ten principles of the UN Global Compact. These standards require all employees around the world to act with fair and lawful conduct toward other employees, colleagues, business partners and local communities. We are committed to upholding and supporting human rights and to transparently reporting about them. In particular we

- have policies, processes and monitoring systems in place to implement human rights in our own operations
- expect our business partners to share our commitment to respect human rights, and to conduct their business in an ethical manner and act with integrity

Delfort's commitment to promoting human rights applies to all delfort locations and business operations worldwide. As a global company, we regard this as representing a social and ethical commitment as well as a key requirement for sustainably developing our business.

Human rights standards guide our decision-making and constructive engagement both internally and in our sphere of influence, while the responsibility of national governments for the protection of human rights is respected at the same time.

### 3. Policy

#### 3.1. Working Conditions

With our compensation and benefits we aim to provide an adequate standard of living for our employees and their families, so called living wages.

We foster a work environment where each of us can perform best, innovate and develop. We encourage our employees to fully utilize their potential by offering development opportunities and supporting a feedback culture throughout delfort.



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We respect the right to rest and leisure, including vacation with pay complying with the legal regulations, and the right to family life, including parental leave and comparable provisions as applicable.

Our employees' lifestyles reflect the diversity of our people. Flexible work time arrangements empower employees to use opportunities to balance their employment with their personal or family lives by helping them to better plan their leisure time, enabling working parents to make equal use of career opportunities in the company and helping the growing number of employees who take care of close relatives.

### 3.2. Diversity and Inclusion

Fair and respectful treatment of all employees is a fundamental principle of our corporate policy.

No person is to be unfairly disadvantaged, favored or ostracized because of irrelevant characteristics such as race, national origin, gender, age, physical characteristics, social origin, disability, union membership, religion, family status, pregnancy, sexual orientation, gender identity, gender expression or any unlawful criterion under applicable law. Harassment of any kind is forbidden.

We expect our employees to be respectful, professional, and fair in their dealings with colleagues and third parties, including customers, suppliers and officials.

Taking due account of national laws, individual qualifications and individual performance we are committed to promote equal pay for equal work and equal development opportunities.

### 3.3. Freedom of Association and Collective Bargaining

We are committed to an open and constructive dialogue with our employees and their representatives. Our employees are free to join organizations of their choice that represent them. These organizations may engage in collective bargaining according to the applicable legal regulations. At all sites worldwide, employees have the right to elect their own representatives. Employees who act as representatives are neither disadvantaged nor favored in any way.

### 3.4. Health and Safety

We ensure high health protection, safety, environmental protection and quality (HSEQ) standards at our sites and equip our employees accordingly. HSEQ regulations including delfort's life saving rules are consistently applied worldwide to minimize the occurrence of accidents and incidents. Experts on occupational safety support line management in preventing illnesses and accidents by implementing appropriate measures. Our sites offer employees a wide range of health care services, including delfort's "Think Healthy" measures that go beyond health at work.

### 3.5. Forced Labor

All forms of forced and compulsory labor are strictly prohibited, further details are specified in our policy Human Rights: Forced Labor Avoidance.

### 3.6. Child Labor

We prohibit the employment and exploitation of children within our sites and will not engage in or support the use of child labor as defined by the ILO, which is work that is mentally, physically, socially, or morally harmful to



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children, or work that interferes with their schooling. This includes depriving children of the opportunity to attend school, obliging children to leave education prematurely or requiring them to combine school attendance with excessively long hours.

Delfort will take reasonable steps to verify the age of job applicants and workers in its own operations. We are aware that young people under 18 are entitled to work in certain defined and protected circumstances, such as government-approved apprenticeship programs. This is acceptable if it is conducted in line with the requirements of the ILO conventions and national law.

### 4. Business Partner

By acting responsibly in our collaboration with direct business partners – suppliers and customers – we aim to minimize risks and create stable, long-term business relationships.

#### 4.1. Suppliers

Delfort expects all its suppliers and subcontractors to share our commitment to high ethical standards and to operate in a responsible and ethical manner towards their employees and their own suppliers. Moreover, we expect our suppliers to replicate these standards further down the supply chain.

Our principles are expressed in our Supplier Code of Conduct. It forms the general base for our collaboration and comprises an important component of supplier selection and evaluation. It is made available to our suppliers with the goal of strengthening our mutual understanding of how social responsibility has to be practiced in day-to-day business.

The human rights topics that are specified in the Code of Conduct comprise material aspects in the areas Ethics, Labor and Health, Safety, Environment & Quality.

We are committed to ensuring that the products delivered to us are responsibly manufactured by suppliers. Supplier assessments and audits are used to check whether the demands within the Code of Conduct are actually being implemented and complied with among our supply bases.

#### 4.2. Customers

As a world-class innovation company, we focus on the needs of our customers. Our products and services are designed to benefit people and improve their quality of life.

Delfort's commitment to the principle of social responsibility comprises our goal to protect the health and safety of everyone who comes into contact with our products.

We assess the possible health and environmental risks of a product throughout its entire lifecycle. This starts with research and development and continues through production, marketing and use by the customer through to disposal or recycling.

We do not tolerate legal violations in marketing of our products. Responsible marketing means acting ethically and morally and adhering to responsible principles.

We base our stewardship activities and decisions on ethical behavior that seeks to balance economic prosperity, environmental protection, public health and social need.



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### 5. Local Communities

We monitor and address the impact our business has on our plant neighbors, local communities and global society.

Delfort aims to use natural resources responsibly, promoting biodiversity and thus recognizing the diversity of species, the diversity of ecosystems and genetic diversity.

We respect the rights of indigenous people and reflect on the human rights impact our operations have on these people.

Within the scope of our social commitment, we also make contributions in the areas of science and education, health, social needs and community projects.

### 6. Responsibilities

Delfort Board of Directors is committed to ensure that all our national and international activities are conducted in accordance with all applicable legal and regulatory requirements and the highest standards of ethical business conduct.

The Managing Directors and Strategic Business Area Heads are responsible for ensuring that the Board's compliance commitment is clearly understood and reinforced across all our businesses, divisions and functions and that the requirements of this policy are diligently and expeditiously followed as required by all employees within their respective businesses, divisions or functions.

The Managing Directors and Strategic Business Area Heads are responsible for establishing appropriate responsibilities, procedures, trainings and internal controls within their respective operations to ensure the consistent implementation of this policy across all jurisdictions and compliance with its requirements.

It is the responsibility of each delfort employee to ensure compliance with the terms of this policy.

### 7. Compliance

All employees are required to comply with this Labor and Human Rights Policy.

Delfort is committed to train its employees in relation to Human Rights as well as the requirements of this policy.

If any employee believes that the terms of this policy are not being correctly adhered, they should seek to raise any concerns with their superior or by using the Whistleblower reporting tool in accordance with the terms of our Whistleblower Policy.

Under the terms of the Whistleblower Policy employees are encouraged, without fear of victimization, to raise any concerns they may have regarding the conduct of delfort's business in order that such concerns may be properly investigated.

Delfort will not permit retaliation of any kind by or on behalf of delfort or any employee against any individual for making good faith reports of violations or suspected violations of this policy.

Failure to observe the terms of the Labor and Human Rights Policy or to co-operate fully with any investigation by delfort into alleged or suspected breaches – may result in any employee's conduct being subject to review. In the most serious cases, such review may potentially lead to the termination of their employment and / or result in personal criminal or civil liability.