

Declaration of Principles in accordance with section 6 para. 2 LkSG

Preamble:

As a company with international business relationships, Schreiner Group GmbH & Co. KG considers itself to have a special responsibility to work towards improving the global human rights situation along its supply chain and to help shape business relationships in a socially responsible manner.

Schreiner Group GmbH & Co. KG is committed to respecting human rights in its own corporate and business operations and ensures that human rights are observed and complied with by its direct suppliers.

The management of Schreiner Group GmbH & Co. KG considers the responsibility for implementing the Declaration of Principles in accordance with the provisions of the German Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltspflichtengesetz – LkSG) as a central corporate action.

The management wants to ensure the implementation of the principles of the LkSG through clear structures and responsibilities and incorporate them in risk management.

1. Compliance with internationally applicable standards

The observance of human rights by Schreiner Group GmbH & Co. KG is based, inter alia, on the following internationally recognized standards:

- United Nations Universal Declaration of Human Rights UDHR | A/RES/217, UN Doc. 217/A-(III) (recognition of the inherent dignity and inalienable rights of all members of the human community for freedom, justice and peace, among others)
- Principles of the UN Global Compact (protection of international human rights, prevention of human rights violations, precautionary principle for environmental problems, among others)
- OECD Guidelines for Multinational Enterprises (including recommendations for responsible business conduct in a global context)
- Core labor standards of the International Labor Organization (ILO) with their four basic principles
 1. freedom of association and the right to collective bargaining,
 2. abolition of forced labor,
 3. elimination of child labor,
 4. 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).

2. Implementation of measures to fulfill due diligence obligations

To ensure the comprehensive observance of human rights in its own company or business division and with direct suppliers, Schreiner Group GmbH & Co. KG has established the following procedures for fulfilling its obligations in accordance with the requirements of Section 6 (2) s. 3 no. 1 LkSG:

- Section 4 (1) LkSG (risk management):
 - LkSG-related risk management has been established.
- Section 5 (1) LkSG (risk analysis):
 - As part of risk management, we carry out an annual risk analysis to identify human rights and environmental risks along our supply chain. The results of the risk analysis are documented.
- Section 6 (3) to (5) LkSG (preventive measures)

- Section 7 LkSG (remedial measures)
- Sections 8, 9 LkSG (complaints procedure)
- Section 9 LkSG (measures concerning indirect suppliers)
- Section 10 LkSG (documentation and reporting obligations)

3. Identification of human rights and environmental risks

The following priority human rights risks and environmental risks have been identified through the risk analysis in accordance with the requirements of Section 6 (2) s. 3 no. 2 LkSG:

1. forced and child labor
2. restriction of freedom of assembly and association
3. discrimination in any form (e.g. based on gender, age, ethnic and social origin, nationality, religion or belief, physical or mental disability, sexual orientation)
4. endangering data protection and privacy
5. threats to health and safety in the workplace
6. health hazards due to environmental pollution
7. corruption and bribery
8. restriction of access to education

4. Expectations to comply with human rights and environmental risks

Schreiner Group GmbH & Co. KG expects its employees, business partners and suppliers to respect human rights and to undertake to take appropriate precautions to fulfill due diligence obligations regarding compliance with human rights standards.

Based on the risk analysis carried out (section 3 of this declaration), the following groups of people were identified as requiring special protection:

1. women
2. older people
3. sick people and people with disabilities
4. groups in weak/unregulated environments
5. ethnic/religious minorities
6. people with little education or limited access to education

5. Further development of human rights due diligence processes

For Schreiner Group GmbH & Co. KG, respect for human rights and the implementation of human rights due diligence in operational processes are an important contribution to improving the human rights situation.

Schreiner Group GmbH & Co. KG will therefore ensure that the due diligence obligations arising from the LkSG are complied with and continuously adapted to developments in the human rights situation.