

# LOESCHE GmbH's commitment to the observance of Human Rights

Scope: LOESCHE GmbH, Duesseldorf, Germany  
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## 1. Acknowledgement

As a company that operates under high social, environmental and ethical standards, LOESCHE GmbH is aware of its duty of care and is committed to respecting and observing all internationally recognised civil rights and liberties and human rights. In all of the countries where we operate, we respect the applicable laws and regulations as the basis for our business activities.

As an internationally active company, we are committed to the values and standards recognised world-wide:

- Universal Declaration of Human Rights (UN, 1948): We are committed to actively preventing human rights abuses in our global business operations and value chains and to addressing them, should they occur.
- International Covenant on Civil and Political Rights (UN, 1966)
- ILO (International Labour Organization) Declaration on Fundamental Principles and Rights at Work and its Follow-up Declaration (ILO Core Labour Standards, 1998)
- Convention on the Rights of the Child (UN Convention on the Rights of the Child, 1989)
- UN Global Compact (UN, 1999)
- United Nations Guiding Principles on Business and Human Rights („Protect, Respect and Remedy“ Framework)

We expect our employees, suppliers and business partners to comply with these key guidelines and recommendations.

## 2. Our employees

We respect the rights of our own employees by creating humane working conditions. Compliance with the ILO core labour standards is mandatory for us worldwide. This means that the working conditions of our employees are in line with internationally recognised basic labour standards and applicable laws in the countries in which we operate. These include:

- Preservation of human dignity
- Preventing child and forced labour
- Attention to anti-discrimination and diversity
- Ensuring safety and health in the workplace
- Equal opportunities in career development
- Right to freedom of assembly, organisation and collective bargaining

We work with all our stakeholders in a trusting and mutually beneficial manner. In doing so, we are committed to observing the following principles:

- Protection of privacy, confidentiality and data protection
- Combating actively and effectively all forms of corruption and bribery, also in compliance with fiscal responsibility

We pay particular attention to ensuring that these human rights principles are applied to vulnerable groups such as children and young people, pregnant women and people with disabilities and/or reduced mobility.

### 3. Our locations

We see ourselves as an attractive, responsible employer, reliable partner and good neighbour. That is why we assume social responsibility and get involved with selected projects in the vicinity of our locations.

We focus our engagement on areas where we have specific expertise and can achieve the best results for society:

- Environment, climate and biodiversity: We promote initiatives that address the key environmental impacts of our economic activities.
- Education, training and culture: With our commitment, we want to contribute to a positive social development and thus also to the promotion of human rights.

**Environmental protection:** We contribute to the conservation of natural resources and habitats in all our business activities.

We respect the community's right to a clean and healthy environment with decent living conditions. We expect the same from our contractual partners.

Together we want to contribute towards achieving the UN Sustainable Development Goals (SDGs) in the following areas:

- Protection of soil, water, air, biodiversity and cultural assets
- Reducing pollution and conserving resources
- Safe handling of hazardous substances
- Responsible handling of wastewater and solid waste
- Prevention and emergency preparedness

### 4. Our business partners

**Our suppliers:** We select our suppliers not only according to economic criteria, but also take environmental protection, occupational safety and social standards as well as legal compliance into account when evaluating new and existing supplier relationships.

**Our customers:** Through our regular inspections and strict quality management, we can guarantee that our products are high-quality and ensure that they do not pose a risk to people or the environment when used responsibly and properly. For the safe handling of our products, we provide our customers with documentation, product and safety data sheets, and training.

### 5. Implementation and monitoring

Open and respectful interaction with stakeholders is firmly anchored in our core values. Setting goals and monitoring the achievement of goals are the basis for this open exchange. To this end, we have been publishing a Sustainability Report since 2022, which presents LOESCHE's economic, ecological and social performance.

In order to check whether we comply with internationally recognised labour and social standards within the company, we are in close contact with our workers' representatives (works council). In addition, we offer our employees specific training on occupational health and safety, data protection, compliance and the General Equal Treatment Act.

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