

Human rights strategy

Our human rights strategy is designed to fulfill our obligations under the Supply Chain Due Diligence Act. We have implemented an effective risk management system using IntegrityNext software to perform risk analyses along the supply chain and in our own business. Own companies and direct or immediate suppliers with high relevance in relation to the business are required to submit a self-disclosure using this software so that human rights or environmental risks can be identified along the supply chain. Less relevant suppliers and indirect suppliers are identified with the help of an industry/country-specific abstract risk analysis and monitoring of activities on the Internet. Identified risks are assessed and weighted. We have established a complaints procedure whereby individuals within our business unit and supply chain can provide information on human rights or environmental risks and violations. Serious risks or violations in our own business area are thereby identified and terminated. If risks or violations are identified at our suppliers, a concept is created to minimize or end these risks and violations. The risk analysis takes place at least annually, but also after significant changes in our business conditions in the value chain. We publish an annual report on the implementation of this human rights strategy and the fulfillment of our due diligence obligations.