

Declaration of Principles of the Euro Comfort Group on Respect for Human Rights and Protection of the Environment

In connection with our efforts to fully meet customer requirements, we strive to limit risks while actively protecting our environment and achieving sustainability within the supply chain and throughout the entire company process.
The use of or switch to sustainable materials/raw materials is constantly reviewed.

Compliance with the ZDHC requirements by us and our suppliers is a fundamental prerequisite for our global business relationships.

Avoiding environmental pollution, improving environmental performance by recycling production waste, conserving resources and fulfilling our social responsibility by ensuring a safe and environmentally friendly working environment for all employees are part of our daily work at all locations.

Our social responsibility does not end with our employees.

Transparency in the supply chain, compliance with the OECD guidelines and environmentally friendly production processes are also required of our suppliers and form part of our purchasing conditions

We maintain long-term supplier relationships.

We subject new suppliers to an assessment of parameters such as quality, environment and social issues in order to include them in our pool of suppliers.

Respect for human rights is a basic prerequisite for any cooperation.

We acknowledge the responsibility of our business activities for human rights and the environment among our own employees and in our supply chains.

We strive to protect human rights in accordance with the recommendations of the International Labor Organization (ILO).

Particular attention is paid to the corresponding sector risks of the OECD guidelines and the corresponding vulnerable stakeholder groups such as children. Our online complaints mechanism for anonymous and confidential reporting of human rights and environmental violations, appropriate remediation measures and protection against retaliation by the person or group concerned plays an important role here.

Another important point is living wages in order to create decent working conditions and reduce inequalities.

The EuroComfort Group pays attention to fair working conditions for all employees in the company and at its suppliers.

We have already implemented the following incentives for our employees to support entrepreneurial diligence in our company:

- Holiday and Christmas bonuses
- Bonus payments for service with the company
- Extra-occupational studies
- Regular training opportunities

This action is evidenced by our membership of Amfori BSCI (program of the business-related association amfori to improve social standards in a global value chain) and the corresponding BSCI Code of Conduct, certifications in the area of environmental and social issues both in our own company and along the supply chain.


We analyze our risks in risk countries on an annual basis and have defined the outstanding risks based on the OECD sector risks as follows:

- Child labor
- Forced labor
- discrimination
- Working hours / overtime
- Health and safety in the workplace
- Freedom of association & collective bargaining
- Non-compliance with minimum wage laws
- Lack of living wages
- Corruption, bribery
- Chemicals management
- Water consumption, water pollution
- Greenhouse gas emissions

The potential impacts are analysed and, if necessary, the following measures are derived from this: [EuroComfort Group Risikoanalyse 17052022 \(page2flip.de\)](#)

27.04.23

Date



Signature / Management