

## **Euro Comfort Group policy statement on respecting human rights and protecting 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 a review of parameters such as quality, environment and social issues to include them in our supplier pool. For us, respect for human rights is a basic prerequisite for any cooperation.

We are committed to the responsibility of our business activities regarding human rights and the environment for our own employees and in our supply chains.

In doing so, we strive to protect human rights in accordance with the recommendations of the International Labor Organization (ILO) and the UN Guiding Principles.

Particular attention is paid to the corresponding sector risks of the OECD guidelines and the corresponding vulnerable stakeholder groups such as children. Our online grievance 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 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.

To support entrepreneurial diligence in our company, we have already implemented the following incentives for our employees:

- company events
- bonus programs
- education training opportunities

These actions are 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, environmental and social certifications 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 most serious risks based on the OECD sector risks as follows:

- Environmental protection, use of resources & fibers
- Use of chemicals and wastewater
- Working hours / overtime
- Forced labor

The potential effects are analyzed and, if necessary, measures are derived (risk analysis UM19).

08.10.24

Date



Signature