

## **Statement on the Respect of Human Rights Among Employees and in the Supply Chain**

Respect for and the implementation of human rights are central to our corporate culture at Alutrim Europe GmbH. We are committed to complying with international human rights standards and the ILO's core labor standards. Every employee has the right to dignity, respect, equal treatment, and a safe working environment.

We strictly reject any form of discrimination, harassment, forced labor, human trafficking, and child labor. Equal opportunity, diversity, and the promotion of respectful and fair interaction are a matter of course for us. Furthermore, we ensure appropriate working conditions, fair compensation, and compliance with statutory working hours and occupational safety regulations.

Our employees are encouraged to openly address violations of human rights or ethical principles without fear of reprisal. Together, we create a work environment that promotes responsibility, trust, and sustainable action.

We achieve this through training and regular informational sessions on the following topics:

- Human rights and supply chain requirements,
- Code of conduct in the workplace and company policy,
- Occupational safety and the safe handling of equipment and tools,
- Consistent occupational health care and health promotion programs for employees,
- Freedom of assembly and through employee involvement
- Establishment of an anonymous, external complaints office and
- Annual, standardized employee reviews.

We also expect our suppliers and business partners to consistently uphold human rights, fair working conditions, and ethical business practices. This is based on our sustainability requirements for suppliers and our Code of Conduct. In particular, we expect the elimination of child and forced labor, compliance with occupational safety and environmental standards, protection against discrimination, and respect for freedom of association. Our suppliers commit to implementing these principles throughout their entire value and supply chains and to transparently reporting any potential violations.

For more information, please see below:

- General Terms and Conditions of Purchase
- Sustainability Requirements
- Company Policy
- Code of Conduct