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# LINHARDT DECLARATION OF PRINCIPLE

ON RESPECT FOR HUMAN RIGHTS



As an internationally active corporate group, LINHARDT sees itself as having a special responsibility to work towards improving the global human rights situation along our supply chains and to shape business relationships in a socially responsible manner with a view to the 2030 Agenda for Sustainable Development.

LINHARDT's increasing integration into global procurement and sales markets offers both opportunities and challenges: new markets and production sites opening up create jobs and prosperity. However, risks also arise due to a lack of transparency and the often inadequate enforcement of internationally recognized human rights within the supply chains.

LINHARDT is committed to respecting, protecting, and upholding the human rights of individuals. We stand by this responsibility as a company regardless of the ability or willingness of states to fulfil their duty to protect human rights.

To this end, LINHARDT is setting up a risk management system to immediately identify and analyze violations of human rights in the supply chain. On this basis, measures can be taken to ensure compliance with human rights within the supply chain. LINHARDT believes that this includes paying fair wages, working towards appropriate working conditions on site and preventing the exploitation of children.

For LINHARDT, equal rights for women, men and diverse people are a matter of course and we do not discriminate against anyone because of their gender, origin, race, language, country of origin, faith, religious or political beliefs or because of a mental and/or physical disability. We reject corruption as well as forced labour and human trafficking.



LINHARDT is committed to these guidelines and trains its employees to adhere to and live by these values at all LINHARDT locations. This begins with the conscious perception of violations of these principles, which are addressed and processed via defined processes and then lead to appropriate measures at the LINHARDT locations. This also applies to information from third parties.

Viechtach, 03-01-2024

A handwritten signature in black ink, appearing to read "Johannes Schick", written in a cursive style.

Johannes Schick  
CEO LINHARDT Group

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