

# DECLARATION OF PRINCIPLES HUMAN RIGHTS STRATEGY

The Geis Group is aware of its responsibility to respect human rights and protect the environment throughout its entire supply chain in accordance with our Code of Conduct and is committed to the United Nations Guiding Principles on Business and Human Rights (UNGP) adopted in 2011. We align our business activities with the internationally applicable standards and guidelines for human rights and the core labour standards of the International Labour Organisation (ILO). The Geis Group management supervises the implementation of and compliance with the “Declaration of Principles on Respect for Human Rights”.

Through appropriate and effective risk management for the above-mentioned protected principles, we fulfil our responsibility towards people and the environment through the following measures:

- The preparation of a risk analysis is an integral part of management. The identified risks are minimised through preventive measures, which encompass the entire company as well as our direct suppliers, to a reasonable extent, and after prioritisation, said measures are carried out.
- Immediate risks to people and the environment in the direct supply chain are addressed through measures implemented without delay. In the case of serious and immediate hazards to people and the environment, we work with the direct supplier to develop an action plan to reduce and, if necessary, eliminate the hazard.
- If developed action plans are not implemented or do not lead to the defined goal, we reserve the right to terminate the business relationship with the direct supplier.
- Our suppliers are carefully selected, also on the basis of their preventive measures to protect human rights.
- We describe our expectations of our employees and our suppliers in our Code of Conduct, and we regularly conduct therewith related training.
- Complaints about human rights violations or disregard for our organisation’s environmental standards can be referred externally to our independent Human Rights Officer at any time. This complaints procedure is equally accessible to all suppliers in our supply chain. The email address for this is: [lieferkette@geis-group.de](mailto:lieferkette@geis-group.de).
- If we obtain information about violations of our guidelines through this complaint mechanism, these are examined and evaluated according to an internal procedure and, if necessary, measures are worked out together with the corresponding supplier as described above.
- A report is communicated annually to the management outlining the risks, the measures taken, the effectiveness of the measures and an effectiveness evaluation of the system. This report is posted on our organisation’s website for at least seven years and sent to the competent authority by 30 April of the following year.
- We also check all the described measures once a year as well as on a case-by-case basis for their appropriateness and we constantly develop them further.

Bad Neustadt, 08 December 2022

Place, date

Signature: Jochen Geis



Signature: Hans-Wolfgang Geis

