

## **Policy Statement According to the LkSG**

### **Commitment to Respect Human Rights**

Our aim is to strengthen human and environmental rights, prevent and avoid their violation, minimise them and, if necessary, remedy them.

This includes paying fair wages, advocating for appropriate working conditions on-site and preventing child exploitation.

It is important to us to take a clear stance for a sustainable society. Alongside corporate values such as competence, teamwork, innovation, and sustainability, values like collaboration, appreciation, and social responsibility are firmly anchored in our corporate culture. Within the framework of sustainability, we stand for:

- Responsibility for the environment, our society and all people
- Long-term relationships and sustainable processes and solutions

With these values, we are facing the challenges of our time.

### **Approach to Implementing Human Rights Due Diligence**

We are committed to respecting, protecting, and upholding the individual's human rights. We take this responsibility as a company, regardless of the ability or willingness of states to fulfil their duty to protect human rights.

To this end, a complaint portal (accessible to all on our homepage) and a reporting office (accessible to our employees via the intranet) is established to identify and analyse violations of human rights in a timely manner. Based on this, measures can then be taken to ensure compliance with human rights within the supply chain.

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Almex GmbH, Management Board

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