# Global Human Rights Policy

07.07.2025

As an internationally active group of companies, Scheidt & Bachmann recognises its special responsibility not only to avoid human rights risks, but also to actively promote humane working and living conditions. This policy sets out how Scheidt & Bachmann respects and protects human rights in all its business activities – both within the company and along its supply and value chains. It is closely linked to our Declaration of Principles on Human Rights and Environmental Rights, which sets out our obligations under the German Supply Chain Due Diligence Act.

This policy applies to the entire Scheidt & Bachmann group of companies and thus to employees and leadership worldwide, regardless of hierarchical level, type of employment, or location.

We undertake to respect and promote internationally recognised human rights in accordance with:

- United Nations Universal Declaration of Human Rights (UN)
- United Nations Guiding Principles on Business and Human Rights (UNGP)
- National Action Plan on Business and Human Rights of the Federal Republic of Germany
- Principles of the United Nations Global Compact (UNGC)
- ILO core labour standards

In addition to the standards mentioned above, we take particular account of the following:

- Protection of vulnerable groups: We recognise that certain groups of people – such as women, children, members of minorities, people with disabilities, LGBTQIA+ persons, and indigenous populations – may be exposed to particular risks. The protection of these groups is important to us.
- Child labour and forced labour: We do not tolerate exploitative child labour or forced labour. Young workers may only be employed in accordance with applicable laws, with special safeguards regarding working hours, activities, and training. Our goal is to offer young people development opportunities through secure employment.
- Non-discrimination: We do not tolerate discrimination on the basis of gender, origin, religion, sexual orientation, disability, age, political opinion or social status – either within our own organisation or among our partners.
- Freedom of association: We respect freedom of association and the right to collective bargaining within the framework of the applicable legal provisions, and are committed to ensuring that these rights are not infringed.

Scheidt & Bachmann provides a confidential complaint mechanism through which employees, partners and third parties can report human rights concerns.

The implementation of this policy is the responsibility of the executive management in cooperation with Human Resources and Compliance Management. All employees are required to respect human rights and report violations.

We expect our suppliers and partners to respect human rights. Violations will not be tolerated and may result in the termination of the business relationship.

We review this policy regularly and adapt it to new legal or social requirements as necessary. This policy is publicly available and published on our website.

Mönchengladbach, 07.07.2025

Scheidt & Bachmann GmbH Management Board