

Declaration of principles on respecting human rights

The Lindner Group produces adaptable construction products, provides comprehensive construction services and develops customised construction solutions. As an internationally active company, we and our employees are committed to respecting global human rights along our supply chains and promoting sustainable social development. We implement applicable law, respect

Regulations

We are committed to the principles of the following internationally recognised human rights frameworks and the standards contained therein:

- Universal Declaration of Human Rights
- ILO core labour standards (International Labor Organization)
- OECD Guidelines for Multinational Enterprises
- Ten principles of the UN Global Compact

The principles and standards of the aforementioned frameworks are anchored in the following regulations of the Lindner Group:

- Through our values, we establish clear guidelines for our employees, business partners and suppliers.
- Our Code of Conduct applies without exception to all employees and authorised representatives in the companies of the Lindner Group in all positions and all areas of responsibility.
- For our business partners, the requirements and principles of our cooperation agreements are set out in our Code of Conduct.

Risk Management and Risk Analysis

With our risk management, we aim to recognise human rights violations in our supply chains in good time and take measures to ensure compliance with human rights. We use a software-based risk analysis to analyse potential risk issues and prioritise the areas in which particular risks are identified. The necessary measures and responsibilities for implementation are defined based on the results of the risk analysis.

The following human rights action areas have been identified as potentially relevant along our value chain:

1. Health and safety in the workplace
2. Ban on forced labour / Modern Slavery
3. Freedom of association
4. Prohibition of discrimination or unequal treatment
5. Prohibition on withholding appropriate wages
6. Handling waste and hazardous substances and conflict materials
7. Threat to natural resources due to environmental pollution

internationally recognised human rights and prevent human rights violations in the course of our business activities.

We recognise the opportunities and challenges arising from our increased integration into global markets and we respect the human rights of everyone, regardless of whether the respective states guarantee their protection or not.

Training and Sensitisation

Our internationally applicable regulations are available to every employee.

The employees of the responsible departments receive regular training on the standards.

Our business partners in the supply chain are sensitised to respecting human rights in connection with commissions.

Complaints Mechanisms

The whistleblower system enables all employees, customers, suppliers and business partners to report human rights and environmental risks as well as violations of laws and regulations, anonymously if they wish.

www.lindner-group.com/de_DE/unternehmen/compliance/

The whistleblower procedure is designed to ensure that all information received is investigated and clarified in a transparent and fair manner.

Structure and Further Development

The inclusion of processes to fulfil due diligence obligations in our integrated management system guarantees systematic implementation and continuous development.

A steering committee at Managing Director level is responsible for continuous monitoring and risk-based control measures.

The implementation of human rights and environmental due diligence obligations is coordinated by the Sustainability department. Continuous improvement is ensured through regular monitoring of processes.

Documentation and Reporting

As part of our non-financial reporting, we will report annually on our human rights activities and strategies from the 2025 financial year onwards. The implementation of due diligence obligations is already publicly reported to the Federal Office of Economics and Export Control.

The declaration of principles was approved by the Managing Directors on 1 December 2023.

Further Information and Related Documents

- Code of Conduct
- Code of Conduct for Business Partners

If you have any questions about the policy statement, please contact the Sustainability Management department at sustainability@lindner-group.com