

## Guidelines / principles on human rights and working conditions

The following basic objectives and implementation principles are based on national laws and, in particular, the Conventions of the UN Specialised Agency for the International Labour Organisation (ILO) No. 29, 87, 98, 100, 105, 111, 138 and 182.

At GÖHLER GmbH u. CO. KG respects the internationally recognised human rights.

### 1. Free choice of employment

Employment with GÖHLER GmbH u. CO. KG is freely chosen. Forced and compulsory labour (including bonded or involuntary prison labour) as defined by ILO Conventions No. 29 and 105 is rejected. Furthermore, GÖHLER GmbH u. CO. KG rejects any form of human trafficking.

### 2. Diversity, equality and inclusion

Equal opportunities and equal treatment, irrespective of ethnic origin, skin colour, gender, religion, nationality, sexual orientation, social background or political views, insofar as these are based on democratic principles and tolerance towards those with different opinions, shall be observed at GÖHLER GmbH u. CO. KG. Decisive for us are the ability and potential of people. Disability and other discriminatory behaviour is prohibited. Mental and physical violence is condemned to the utmost.

### 3 No child labour

On the basis of ILO Conventions 138 and 182, children must not be hindered in their development. Their dignity must be respected and their health and safety must not be affected. The general requirements concerning the minimum age for admission to employment are observed at GÖHLER GmbH & Co KG.

### 4. Freedom of Association

The right of all workers to form collective organisations and to bargain collectively for the purpose of collective bargaining for the regulation of working conditions is recognised.

## 5. Remuneration

The remuneration at GÖHLER GmbH u. CO. KG observes - without regard to the the respective legally guaranteed minimum salaries, the minimum standards of the respective national the minimum standards of the respective national economic sectors and is oriented towards the respective labour market.

## 6. Working hours

At GÖHLER GmbH u. CO. KG complies with the respective national regulations and and agreements on working hours and regular paid holidays are observed. shall be observed.

## 7. Occupational health and safety

At GÖHLER GmbH & CO. KG, occupational health and safety at the workplace health and safety at the workplace are guaranteed at least within the framework of national regulations. Health, safety in the workplace and the humane design of working working conditions is an important element of the company policy.

## 8. Qualification

At GÖHLER GmbH u. CO. KG, employees are always trained on the basis of their employees are selected on the basis of their function-specific qualifications and skills, and promoted on the basis of their function-specific qualifications and skills. The targeted continuous qualification of employees is supported employees is supported in order to ensure a high level of performance and high-quality work. and high-quality work.

## 9. Women's rights

We guarantee girls and women equal, self-determined and non-violent work. non-violent work.

## 10. Land, forest and water rights and forced evictions.

As a business enterprise, we have a responsibility to respect legitimate property, ownership and use rights. In doing so, we act with due diligence to avoid violating the legitimate property, ownership and use rights of others. legitimate rights of ownership, possession and use of others. We envisage appropriate, non-judicial mechanisms for redress, including effective grievance mechanisms for redress, including effective grievance mechanisms at the facility level, and we mechanisms when we identify negative impacts on human rights and legitimate rights of ownership, possession and use. We identify and assess actual or potential impacts on legitimate rights of ownership, tenure and use. rights of ownership, possession and use in which we may be involved.

## 11 Ethical recruitment

Ethical recruitment is a relevant component of our human resources strategy as it involves, fair and non-discriminatory procedures in the recruitment of employees.

Key measures for ethical recruitment at GÖHLER include:

- Our recruitment procedures and policies are non-discriminatory and fair.
- We promote diversity and inclusion by appealing to a broad range of applicants and offering them equal opportunities
- We avoid all forms of discrimination, including prejudice and stereotyping, in recruitment stereotypes, in the recruitment and assessment of applicants.
- We are transparent about recruitment procedures and requirements and ensure that all applicants are treated equally.
- We monitor recruitment processes for discrimination, ensuring, that all staff are accountable for ethical recruitment.

## 12. Use of private or public security forces.

In the event that we engage the assistance of private or public security forces, the following rules apply:

1. legality: the use of security forces must be lawful and in accordance with applicable laws and regulations.
2. proportionality: the use of security forces must be appropriate, proportionate and must not go beyond what is necessary to achieve the intended objectives.
3. accountability and oversight: ensure that all security forces are accountable for their actions and that there is effective monitoring and oversight of their activities.
4. protection of human rights: the use of security forces must not violate human rights and must human rights and must ensure that they are respected.

5. transparency: the use of security forces must be transparent in order to be comprehensible to the public.
6. Training and education: All security personnel must receive regular training to ensure that they can perform their duties competently and appropriately.
7. cooperation with other authorities: The deployment of security forces must work closely with other relevant agencies, including the police and other law enforcement agencies to ensure effective and efficient work.
8. documentation: the use of security forces must be carefully documented to enable monitoring and evaluation of their activities. enable.