

# DECLARATION OF PRINCIPLES FOR THE RESPECT OF HUMAN RIGHTS

For the sake of better readability, either the masculine or feminine form of personal nouns has been chosen in this document. This in no way implies any discrimination against the other gender. Women and men may feel equally addressed by the contents.

## OUR UNDERSTANDING

In the long run, we can only be successful as a company if the effects of our business activities are in harmony with people and the environment. For this reason, PROLICHT has the clear and unambiguous claim to respect all internationally valid human rights.

This principle is not only a prescribed path within the company - for all our employees - but also a criterion for the selection of our business partners. We expect them to comply with the applicable laws, guidelines, standards and regulations of the human rights conventions.

We see it as our responsibility to strengthen human rights and prevent human rights violations. We respect all aspects of internationally recognized human rights. These include discrimination in particular, occupational health and safety, fair pay, working hours, child labour, forced labour and freedom of association.

## OUR RESPONSIBILITY

Our management is responsible for the implementation of and compliance with this "Declaration of Principles on Respect for Human Rights". Together with the divisional managers, the implementation of and compliance with our declaration is audited on a regular basis.

Our approach to implementing, managing and reviewing human rights issues is based on the "Guiding Principles on Business and Human Rights. (UNGP= UNITED NATIONS GUIDING PRINCIPLES ON BUSINESS & HUMAN RIGHTS).

We therefore align our corporate actions with the following internationally applicable standards and guidelines:

- United Nations Universal Declaration of Human Rights (UN UDHR)
- United Nations Guiding Principles on Business and Human Rights (UNGP)
- Conventions and recommendations of the International Labour Organization on labour and social standards (ILO)
- Principles of the United Nations Global Compact (UNGC)
- United Nations Convention on the Rights of the Child (UN-CNC)
- United Nations Convention on the Elimination of All Forms of Discrimination against Women (UN-CEDAW)
- Guidelines for Multinational Enterprises of the Organization for Economic Cooperation and Development (OECD)

## OUR ACTIONS

In order to meet these target-orientated guidelines, PEOLICHT supports in-house actions such as

- Protection against discrimination
- Fair pay & fair working hours
- Further education and training
- Good working conditions
- Establishment id long-lasting employee relationships
- Occupational health and safety
- No participation in any illegal activity
- Checking our suppliers and partners for compliance with the ban on child and forced labour
- Elimination of social inequalities between women and men of any kind

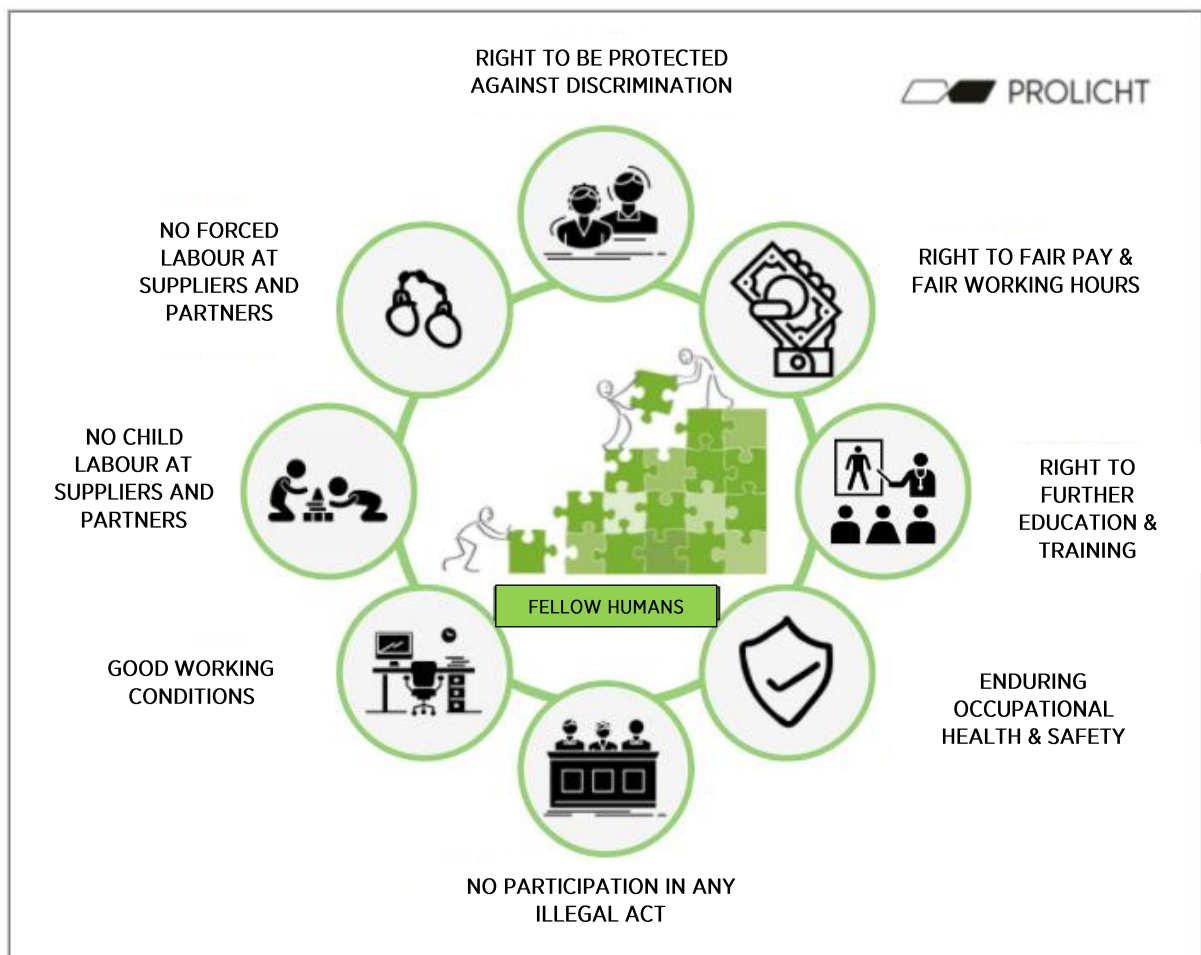


Figure 1: Focus of work @PROLICHT

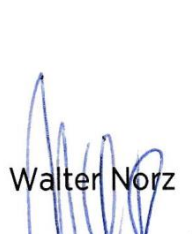




## OUR FUTURE

Our efforts are also aimed at encouraging all those involved in our business process, such as partners, customers, suppliers and employees, to support us in our efforts to "uphold human rights".

With the Sustainability Strategy Paper, the Executive Board and senior management have therefore committed to aligning the goals and measures for "safeguarding human rights" with the 17 Sustainable Development Goals of the United Nations.



Figure 2: 17 Sustainable Development Goals - SDGs (UN)

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Götzens, on 28.09.2021