

A close-up photograph of two hands clasped together. The hand on the left is dark-skinned and has its fingers curled into a fist. The hand on the right is light-skinned and has its fingers spread, resting on top of the dark-skinned hand. The background is a neutral, light gray.

# **DECLARATION OF PRINCIPLES ON RESPECT FOR HUMAN RIGHTS**



# DECLARATION OF PRINCIPLES ON RESPECT FOR HUMAN RIGHTS



## OUR UNDERSTANDING

We can only be successful in the long term if the impact of our business activities is in harmony with people and the environment. For this reason, PROLICHT has a clear and unambiguous claim to respect all internationally valid human rights.

This principle is not only a pre-determined path for all our employees, but also a criterion for the selection of our business partners. We expect them to comply with the applicable laws, directives, norms and regulations of the human rights conventions.

We see our responsibility to strengthen human rights and prevent human rights violations. We respect all aspects of internationally recognized human rights. These include, in particular, discrimination, 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 and observance of this “Declaration of Principles on the Respect of Human Rights”. Together with the department heads, the implementation and compliance with our declaration is regularly audited.

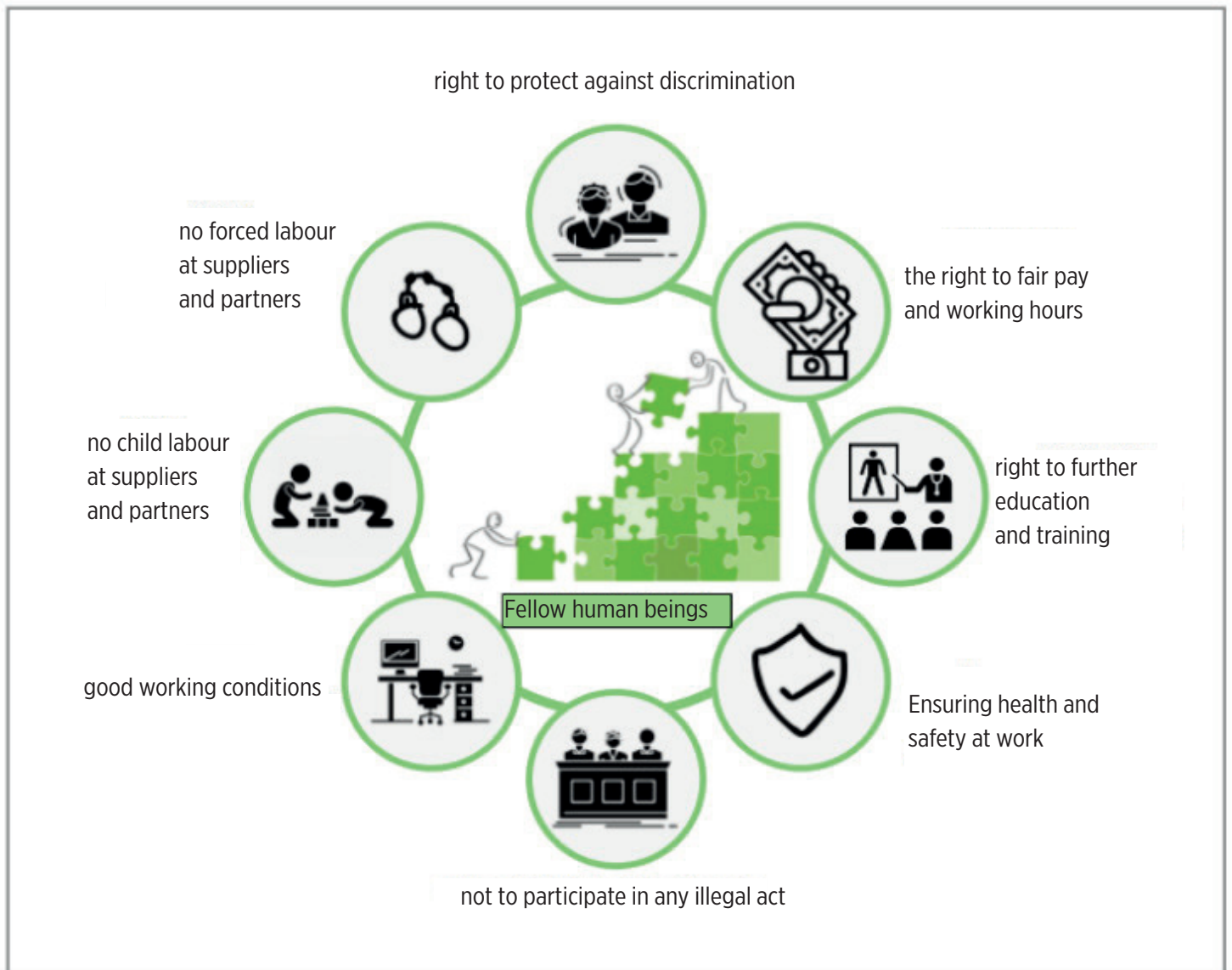
Our approach to the implementation, management and review of human rights issues is guided by the “Guiding Principles for Business and Human Rights. (UNGP = UNITED NATIONS GUIDING PRINCIPLES ON BUSINESS & HUMAN RIGHTS) That is why we align our business activities with the following internationally valid standards and guidelines:

- United Nations Universal Declaration of Human Rights (UN-UDHR)
- United Nations Guiding Principles on Business and Human Rights (UNGP)
- International Labour Organization (ILO) Conventions and Recommendations on Labour and Social Standards
- Principles of the United Nations Global Compact (UNGC)
- United Nations Convention on the Rights of the Child (UN-CNC)
- United Nations Convention on the Rights of Women (UN-CEDAW)
- Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises

## OUR ACTIONS

In order to meet these goal-oriented guidelines, PROLICHT supports in-house measures such as:

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



## 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 “respect human rights”.

With the Sustainability Strategy Paper, management and senior management have therefore agreed to align the objectives and measures for “respecting human rights” also with the 17 Sustainable Development Goals of the United Nations.



Walter Norz

(CEO / Bereichsleitung  
Vermarktung)

Eva Dengg

(Bereichsleitung  
Support Team)

Manfred Waldauf

(CFO / Bereichsleitung  
Zentrale Dienste)

Alois Gander

(Bereichsleitung  
Produktion)

Thomas Riedler

(Bereichsleitung  
Technik / R&D)

Götzens,  
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