

Policy on respect for human rights

Langmatz GmbH is an internationally active company with more than 400 employees. We are aware of our responsibility towards our employees, suppliers, customers and all other stakeholders and firmly believe that the observance and protection of human and personal rights form the foundation for sustainable corporate governance. We therefore also expect our business partners to comply with these standards without fail. We strictly reject all forms of forced labour, child labour, modern slavery, exploitation and discrimination. The following international guidelines form the basis for our corporate activities:

- Universal Declaration of Human Rights of the United Nations (UN)
- Labour and social standards of the International Labour Organisation (ILO)
- Guidelines for Multinational Enterprises (OECD)
- Principles of the UN Global Compact

The principles of these guidelines are anchored in Langmatz GmbH's Code of Conduct, which constitutes the basis for the actions of every employee and business partner. Training courses on the contents of the Code of Conduct are held at regular intervals for all employees. Our risk management system analyses and evaluates risks with regard to the observance of human rights, but also all other relevant risks that pose a threat to the existence of the company.

In cases of suspected possible human rights violations, we offer our employees and business partners several options for communication. In addition to our compliance officer, we have an ombudsman on hand as part of our whistleblower system, in which whistleblowers enjoy complete anonymity and protection. We investigate every indication of a violation of human rights.

We continuously review the contents of this policy statement to ensure that it is up to date, and seek to constantly improve it and our related processes.

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