

## Commitment to respect human rights

### – Policy Statement –

#### I. Commitment to respect human rights

Our image of a livable future is based on sustainable value creation that is in harmony with environmental protection and serves the well-being of all. We want to live up to our social responsibility and strike a balance between tradition and innovation. Compliance with human rights due diligence obligations is an essential prerequisite for this sustainable value creation. We are committed to respecting and complying with internationally recognized freedoms and human rights, such as the UN Global Compact (UN, 1999).

ROVEMA is committed to preventing and minimizing risks of violations of human rights due diligence within our supply chains and, in the event of a violation, to taking active action against it.

#### II. ROVEMA's principles for a livable future

The expectations for respecting and complying with human rights due diligence are part of the ROVEMA Principles for a Livable Future. They are directed at all Group companies and employees. In addition, our company expects all suppliers to adhere to these principles and meet the requirements set out in our Supplier Code of Conduct.

We respect and comply with all applicable laws, regulations, our internal policies and guidelines. We ensure that we understand all relevant laws and regulations before engaging in any business activity, comply with their principles, and ensure through our actions that we do not inadvertently violate these laws. That's what our ROVEMA Code of Ethics says.

#### III. Fair Employment Practices & Diversity

We create fair and safe workplaces where everyone can develop their potential. We do not tolerate discrimination based on gender, age, ethnic origin, nationality, social status, political opinion or sexual orientation. Harassment, retaliation, bullying or disrespect have no place in the ROVEMA culture, where everyone's contribution counts.

We respect the rights of our employees and the employees of our business partners in compliance with the following principles:

- Respect for human dignity
- Rejection of child labor
- Rejection of forced labor
- Decent treatment, anti-discrimination and diversity
- Ensuring safety and health in the workplace

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- Right of association and collective bargaining
- Fair working conditions and remuneration
- Equal opportunities for professional development

### IV. Responsibility towards the environment and communities

The responsible use of the environment and natural resources is a matter of course for ROVEMA. We use natural resources appropriately and sparingly to ensure that our activities have as little impact on the environment as possible. We promote environmental awareness among our employees and are committed to the dissemination and application of environmentally friendly technologies. We fulfill our social responsibility by promoting and supporting the communities in which we operate in order to improve economic, environmental, social and cultural conditions and thus promote the respect for and protection of human rights. This includes in particular

- Protection of soil, water, air, biodiversity and cultural assets
- Reduction of environmental pollution and conservation of resources
- Safe handling of hazardous substances
- Responsible handling of wastewater and solid waste
- Prevention and emergency preparedness

### V. Implementation of our due diligence obligations to respect human rights

Our managers are responsible for compliance with the human rights due diligence obligations in their area. Each manager is obliged to inform his or her employees about the contents of the ROVEMA Code of Ethics and this policy statement and to advise and support them in applying the principles in their daily activities.

ROVEMA and its subsidiaries are committed to further and continuously developing measures to identify human rights risks and to implement appropriate mitigation measures. The identified risks and their impacts are to be prioritized and assessed on an ongoing basis. In the event of human rights violations directly related to ROVEMA's activities and business relationships, effective remedial measures are to be taken in cooperation with the parties and authorities concerned.

### VI. Complaints procedure

If there are indications of a violation of laws, the principles of the ROVEMA Code of Ethics, and in particular human rights due diligence obligations, the SpeakUp portal, a web-based, multilingual notification system, is available. The whistleblowing system is accessible to ROVEMA employees as well as to external third parties and also allows the whistleblower to pass on the information anonymously. All tips are carefully reviewed and processed by ROVEMA compliance officers.

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ROVEMA is committed to maintaining confidentiality and protecting those who raise concerns from retaliation.

This Human Rights Policy Statement is regularly revised and updated to adapt its contents to possible changes in business models or business areas. It was approved by the Executive Board of ROVEMA on December 9, 2022.



Signature CEO