

# Human Rights Policy

We want each and every person that works along our product's value chain to receive recognition for their own skills and to be able to use them under fair working conditions in a safe and healthy workplace. The protection of human rights is an integral part of Schur Flexibles' Corporate Responsibility. Our Group respects all internationally accepted human rights standards as the International Bill of Rights, the Core Labor Standards of the International Labor Organization and the ILO's Declaration on the Fundamental Principles and Rights at Work. We commit to stay true to these standards and expect our stakeholders to do so as well.

Schur Flexibles is fully committed to:

- Treating colleagues, customers, suppliers, other partners and all other stakeholders with respect
- Acting on the basis of fundamental ethical values of appreciation, integrity, responsibility and team spirit
- Ensuring equal opportunities for and fair treatment of all employees
- Promoting diversity and therefore eliminating all forms of discrimination based on ethnicity, color, religion, sex, age, origin, nationality, disability or sexual orientation
- Increasing the percentage of women in management to more than 30% by 2025
- Eliminating all forms of (sexual) harassment, insults, aggression, hurtful or indecent behaviors – in personal contact, in correspondence, discussions etc.
- Compliance with all applicable civil rights
- Respecting human rights and rejecting any other disregard of human rights
- Compliance with all (local) laws and regulations
- Incorporation of the Ten Principles of the United Nations Global Compact into our business
- Prohibition of child labor and forced labor of any kind
- Protection of human rights in our supply chain in line with our Supplier Code of Conduct
- Contribute to a designated set of SDGs (5, 8, 12, 13, 14, 15), that all cover aspects of human rights
- Compliance with all relevant safety and health laws, regulations and internal requirements
- Implementation of a Group-wide Occupational Health and Safety (OH&S) management system with the goal to achieve ISO 45001 certification by 2022

This policy was approved by our management board on 07/07/2021. This document has been created digitally and is valid without a signature.