
Potential violations of human rights and related environmental risks according to the German Act on Corporate Due Diligence Obligations in Supply Chains

This Global Annex to Global-POL-LE-000070727 (Speak-up Policy) provides a more detailed description of potential violations of human rights and related environmental risks according to Section 2 of the German Act on Corporate Due Diligence Obligations in Supply Chains.

Prohibition of child labor including the worst forms of child labor for children under 18 years of age

- Age of employment must not be less than 15 years. Any work for the purpose of education and in compliance with applicable laws and regulations, for example as interns, trainees, or apprentices, is not considered "employment" for the purpose of this section.
- Prohibition of employment of a child under the age at which compulsory education ends according to the law of the place of employment.
- Does not apply if the law of the place of employment differs.
- Prohibition of using, procuring or offering a child for prostitution, pornography and pornographic performances.
- Prohibition of using, placing or offering a child for illicit activities, e.g. drug production or trafficking.
- Prohibition of work likely to be harmful to the child's health, safety and morals.

Prohibition of forced labor and all forms of slavery

- Prohibition of all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom, forced and compulsory labor, forced and compulsory recruitment for armed service.
- Prohibition of work or service that is required under threat of punishment (for example as a result of debt bondage or trafficking in human beings).
- Prohibition of labor or service that is not provided voluntarily (e.g. through debt bondage or human trafficking).
- Prohibition of slavery, practices similar to slavery, servitude or other forms of domination.
- Prohibition of sexual or extensive economic exploitation.

Prohibition of discrimination and respect for equal treatment

- Prohibition of unequal treatment in employment on the basis of national or ethnic descent, social origin, health status, disability, sexual orientation, age, gender, political opinion, religion or belief unless it is justified by the requirements of the employment.
- Unequal treatment includes the payment of unequal remuneration for work of equal value.

Potential violations of human rights and related environmental risks according to the German Act on Corporate Due Diligence Obligations in Supply Chains

Respect for occupational health and safety

- Prohibition of disregard of the occupational health and safety obligations applicable under the law of the place of employment if this gives rise to the risk of accidents at work or work-related health hazards, in particular due to:
 - obviously inadequate safety standards in the provision and maintenance of the workplace, the workplace and the work equipment,
 - lack of appropriate protective measures to prevent exposure to chemical, physical or biological agents,
 - inadequate training and instruction of workers
 - lack of measures to prevent excessive physical and mental fatigue, especially through inappropriate work organization in terms of working hours and rest breaks.

Respect for freedom of association

- Workers shall be free to form or join – or not to join – trade unions.
- The formation, joining and membership of a trade union shall not be grounds for discrimination or retaliation.
- Trade unions shall be free to operate in accordance with the law of the place of employment. This includes the right to strike and the right to collective bargaining.

Determination of fair remuneration

- Prohibition of withholding a reasonable wage.
- Payment of a minimum wage determined by applicable law.
- Otherwise, the wage is determined by the law of the place of employment.

Prohibition of causing serious damage to the environment

- Prohibition of causing any harmful soil change, water pollution, air pollution, harmful noise emission or excessive water consumption that
 - significantly impairs the natural bases for the preservation and production of food,
 - denies a person access to safe and clean drinking water,
 - makes it difficult for a person to access sanitary facilities or destroys them,
 - harms the health of a person.

Prohibition of abuse of power by private or public security forces

- Prohibition of hiring or use of private or public security forces for the protection of the enterprise's project, if, due to the lack of instruction or control on the part of the enterprise, the use of security forces
 - is a violation of the prohibition of torture and cruel, inhumane or degrading treatment,
 - damages life or limb,
 - impairs the rights to organize and the freedom of association.

Potential violations of human rights and related environmental risks according to the German Act on Corporate Due Diligence Obligations in Supply Chains

Prohibition of unlawful eviction and unlawful taking of land, forests and waters in the acquisition, development or other use of land, forests and waters, where the use of which secures the livelihood of a person.

Prohibition on contributing to environment-related risks, which are a condition in which, on the basis of factual circumstances, there is a sufficient probability that one of the following prohibitions will be violated:

- **Prohibition on exports and imports of hazardous wastes and other wastes** under the Basel Convention and Regulation (EC) No 1013/2006.
- **Prohibition on the production and use of mercury** in products and production under the Minamata Convention.
- **Prohibition of improper treatment of mercury waste** under the Minamata Convention.
- **Chemicals or other materials** that pose a risk if released into the environment shall be identified and handled in a manner that ensures safety during their **handling, transport, storage, use, recycling or reuse and disposal**. Compliance with the **ban on non-environmentally sound management of persistent organic pollutants (POPs)** under the Stockholm Convention.