

Declaration of Principles Human Rights of RECA NORM GmbH

1. Scope of application and responsibilities

RECA NORM GmbH is committed to compliance with and implementation of the RECA NORM Declaration of Principles in all operating sites within Germany, the branches and business relations of RECA NORM GmbH. It is the responsibility of each individual employee of RECA NORM GmbH to implement RECA NORM GmbH's commitment to human rights in their own daily work and sphere of influence. The overall responsibility for human rights due diligence lies with the management. Tobias Frodl is responsible for the implementation of human rights due diligence.

2. Human rights due diligence

Out of a sense of responsibility for sustainability and human rights, RECA NORM GmbH has joined the United Nations Global Compact, the world's largest and most important initiative for responsible corporate governance. In addition, RECA NORM GmbH complies with the guidelines and standards of the Universal Declaration of Human Rights, the principles of internationally recognised standards for responsible corporate governance and the Rio Declaration on Environment and Development. With this commitment, we want to carry our values into the supply chain and make a contribution to a more sustainable economy.

3. Risk management

RECA NORM GmbH carries out systematic risk assessments in order to fulfil the requirements of human rights due diligence. The risks of the sourcing countries are included in the human rights-related risk analysis of the supply chain. In addition, the risk analysis considers the influences that RECA NORM GmbH's business model and purchasing practices have on suppliers. Information from external sources and experience from corresponding internal company departments such as auditing and procurement are included in the risk classification. Our risks are primarily found in the upstream value chain. In future, the findings of the risk analysis will form the basis for supplier selection and evaluation.

4. Implementation in the business units

At RECA NORM GmbH, all employees receive training on compliance issues. The training also includes the topic of human rights and compliance. In addition, the contents of the non-discrimination policy and the Supplier Code of Conduct of RECA NORM GmbH as well as the principles of a sustainable supply chain are communicated in target group-specific training sessions.

Declaration of Principles on Human Rights of RECA NORM GmbH

5. Implementation in the value chain

All business partners and suppliers of RECA NORM GmbH as well as their direct and indirect partners undertake to respect, comply with and promote human rights and to act in accordance with the principles laid down.

If a supplier qualifies as a supplier for RECA NORM GmbH, it undertakes to comply with the Code of Compliance and the Supplier Code of Conduct of RECA NORM GmbH as part of the supplier agreements. Suppliers must therefore also comply with ethically correct business practices, human rights and environmental standards. In terms of content, the requirements of the Supplier Code of Conduct are based on the ten principles of the UN Global Compact, which are derived from the Universal Declaration of Human Rights, the core labour standards of the International Labour Organization (ILO) and the Rio Declaration on Environment and Development.

With regard to ecological and social aspects, there are defined human rights exclusion criteria that can be summarised as follows:

- Child labour, forced labour and non-compliance with working time guidelines
- Operational environmental pollution (e.g. waste water discharge)
- Product-related environmental damage (e.g. hazardous product ingredients)
- Lack of a quality management system
- gross violations of occupational safety.

If these criteria occur at a supplier, improvement measures are demanded by a defined date - depending on the severity of the offence - and then checked for implementation. If no improvements are made, this can lead to the termination of the supplier relationship. However, the preferred solution is the general improvement of conditions in our suppliers' factories and not simply a change of supplier.

6. Further development

RECA NORM GmbH will critically review its position and its implementation on a regular basis and continuously develop it further. The Declaration of Principles will be reviewed annually and on an ad-hoc basis (together with the Supplier Code of Conduct) and, if necessary, revised based on the findings of the risk analysis.

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