

# Policy statement in relation to respect for human rights and the associated environmental standards

Trützschler Group

## Foreword

As an independent, modern and globally active family business, we are represented worldwide with our own production and development locations and service organisations, employing around 3,500 people. As an internationally active company, we have a responsibility to respect human rights in our business area and our value added chains, to prevent human rights abuses and make a contribution to protection of the environment. This policy statement expresses our responsibility within the scope of our value added chain and supply chain. We implement the valid laws and ordinances, respect internationally recognised standards, and make sure to prevent risks and violations of human rights and the environment within the scope of our business activity, and provide affected parties access to help and the complaints channels.

The policy statement as per Section 6 Par. 2 of the German Supply Chain Due Diligence Act (SCDDA) applies for the Trützschler Group SE, Mönchengladbach and its subsidiaries Trützschler Card Clothing GmbH, Neubach and Trützschler Nonwovens GmbH, Dülmen.

## 1. Our human rights strategy

For Trützschler, respecting and promoting human rights and environmental standards have the highest priority just as much as maintaining the highest level of occupational safety and integrity. We regard protection of human rights and the environment as a central element of our business responsibility. Our company culture is based on the principles of honesty, trust, appreciation and respect.

We commit to respecting the internationally recognised human rights and to upholding them in our business activities and along our value added chains. Specifically, we commit to internationally recognised social and environmental standards in our business relationships, in particular:

- 30 articles of *Universal Declaration of Human Rights of the United Nations* (UN)
- 10 principles of the *UN Global Compact* (UN)
- 5 fundamental *core labour standards and the Declaration on Fundamental Principles and Rights at Work of the International Labour Organization* (ILO), specifically freedom of association and the right to collective bargaining, elimination of forced labour, abolition of child labour, prohibition of discrimination in employment and occupation and occupational health and safety

In addition, we have implemented guidelines within Trützschler Group SE which define the framework conditions in relation to human rights and the associated environmental rights in more detail. These include:

- *Trützschler Code of Conduct*
- *Trützschler Code of Conduct for Business Partners*
- *Trützschler Terms and Conditions of Purchasing*
- *Trützschler Management Handbook*

## 2. Expectations and obligations

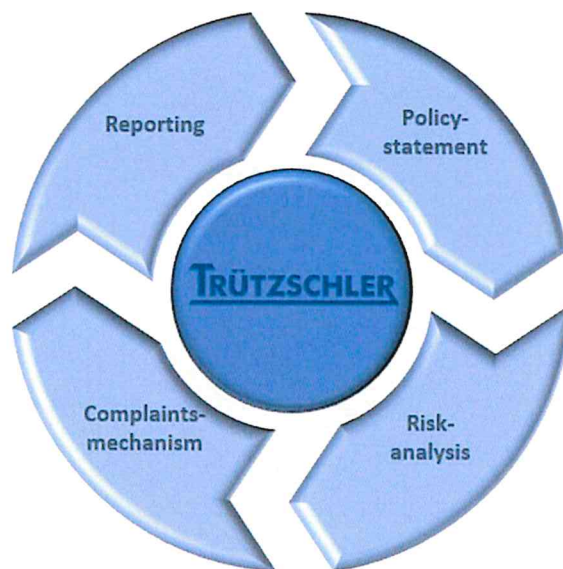
The above result in certain expectations of our own employees and of the suppliers and service providers of the Trützschler Group in relation to compliance with all valid laws and regulations and the internationally recognised human rights and environmental rights standards.

We expect our own employees to base their daily decisions on the guiding principles cited in this policy statement, and to adhere to the stipulations of the Trützschler Code of Conduct. This expectation begins with the conscious perception of violations of the cited principles which are picked up on and processed in order to then lead to suitable measures for the company.

We expect our suppliers and service providers to adhere to the duties of care in relation to human rights and environmental standards, and to observe and make sure that there is also compliance within the further supply chain. We also expect them to accept and adhere to the Trützschler Code of Conduct for Business Partners or to have their own code of conduct which does not differ essentially in its demands. This also applies to the expectation for suppliers to pass on these principles to their sub-suppliers and business partners, regardless of whether the suppliers of the Trützschler Group themselves are subject to the regulations of the SCDDA or not.

### 3. How we implement our corporate due diligence

For the implementation of our corporate due diligence, we have defined clear requirements and responsibilities. At Trützschler, they are represented in an internal process which applies throughout the whole group, as follows:



The *policy statement* on respecting human rights and the corresponding environmental rights is published in the name of the Trützschler Group SE. Trützschler thus clarifies its commitment to protecting human rights and the corresponding environmental rights and preventing rights violations, both in its own business area and in relation to business partners (direct and indirect supplies).

The board of directors of the Trützschler Group holds responsibility for implementation of and adherence to this policy statement. Every company of the Trützschler Group must adhere to this policy statement.

The designated person with responsibility for human rights has the task of monitoring the overall process of implementation of corporate due diligence. The Human Rights Committee supports and advises this person.

The sustainability activities are initiated, planned, coordinated and controlled in the Trützschler management systems. The activities in the supply chain and the monitoring of risk analysis are treated in an interdisciplinary manner by the respective specialist departments which also take responsibility for them.

Within the scope of *risk analysis*, creditors are clustered by objective criteria, narrowed down by risk potential for annual and event-oriented checking, and preselected for further investigation.

We know that violations can occur despite comprehensive care and appropriate measures. For this reason, we have placed a [whistleblower system](#) on our company website as a **complaints mechanism** which provides all whistleblowers with the opportunity to communicate information on violations anonymously. The procedure is explained in detail in the whistleblower system. Information on possible risks to human rights and the environment can be submitted, and we at the Trützschler Group will react accordingly.

There is annual **reporting** to the board of directors of the Trützschler Group SE and the competent authority. For us, the implementation of corporate due diligence within the scope of the overall supply chain means a perpetual process which, accordingly, is documented continuously internally. This policy statement is also regularly checked and developed further and adapted in accordance with new requirements.

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For the Trützschler Group SE



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