

STATEMENT OF PRINCIPLES

TO RESPECT THE
HUMAN RIGHTS



MARQUARDT

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AT MARQUARDT, RESPECT FOR HUMAN RIGHTS IS OF FUNDAMENTAL IMPORTANCE WITHIN THE FRAMEWORK OF RESPONSIBLE CORPORATE GOVERNANCE.

With this declaration, the Marquardt Group acknowledges its social responsibility and undertakes to uphold human rights, to respect the rights of employees and their representatives and to protect the environment. This declaration incorporates and supplements the principles of the Marquardt Code of Conduct.

As an internationally active, family-run company, Marquardt is committed to preventing negative impacts on human rights within its own business activities and to eliminating or minimizing them as far as possible.

In times of increasing risks for companies, for society and for the environment, Marquardt also demands this understanding of respect for human rights from business partners, especially from its direct suppliers. Furthermore, Marquardt is committed to ensuring that this is also implemented by indirect suppliers and takes appropriate measures. These requirements are substantiated by the following basic principles.

Your management

Rietheim-Weilheim / September 2022



Dr. Harald Marquardt



Jochen Becker

¹ | In the following, only the masculine form is used for better readability. It refers to persons of all genders (m / f / d).

In particular, the Marquardt Group takes care of its corporate human rights responsibility and, for this purpose, includes the international conventions and declarations mentioned below in order to confirm its agreement with the contents and principles mentioned therein.

This includes the following:

- » The Universal Declaration of Human Rights, codified in particular in the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights (in addition to other applicable international human rights treaties, e.g., the UN Convention on the Rights of the Child)
- » The ILO core labor standards ²
- » The ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy
- » The ten principles of the UN Global Compact
- » The UN Guiding Principles on Business and Human Rights
- » The OECD Guidelines for Multinational Enterprises

Marquardt is committed to upholding internationally recognized human rights along the value chain.

This declaration forms the binding basis for the social and industrial connections in the Marquardt Group. It is applied decisively for the design of relationships with suppliers and other business partners. The resulting requirements and expectations are stored and defined in separate business processes in accordance with the guidelines for implementing this declaration.

The sustainable success and good reputation of Marquardt is significantly shaped and influenced by the fact that everyone at Marquardt, both the management and all employees, but also all business partners, always behave with integrity, transparency and integrity. For this reason, Marquardt also expects a corresponding commitment to responsibility from all its business partners who supply Marquardt with goods, materials or services, as well as from other business partners and their employees.

This declaration also forms the basis for dialog with other internal and external stakeholders and communities in the vicinity of the company's activities.

² | ILO Core Labor Standards C29, C87, C98, C100, C105, C111, C138 and C182.

SCOPE

The Marquardt Group undertakes to comply with this declaration. The management implements the policy statement and commits to its compliance.

In companies in which the Marquardt Group holds an interest, Marquardt strives to promote the same principles and goals.

Implementation at other sites is the responsibility of the persons in charge there. The following principles and objectives are implemented in compliance with the laws applicable in the various countries and locations. Where national requirements fall short of the self-imposed standards, the Marquardt Group advocates the promotion of the following principles and objectives.

PRINCIPLES AND OBJECTIVES

01

PROHIBITION OF CHILD LABOR

Child labor is prohibited. The minimum age for employment is determined in accordance with the standards of the International Labor Organization and the requirements for the prohibition of hazardous child labor.³

Marquardt is strictly opposed to any form of child labor and implements appropriate measures to ensure the protection of children.

02

PROHIBITION OF FORCED LABOR

Marquardt is strongly opposed to forced or compulsory labor and any form of slavery, including modern forms of slavery and human trafficking.⁴

Employment relationships must always be entered into voluntarily and should be able to be terminated by employees at any time at their own will and subject to reasonable notice periods.



³ | ILO Conventions 138 and 182.

⁴ | ILO Conventions 29 and 105.

03

FREEDOM OF ASSOCIATION, RIGHT TO COLLECTIVE BARGAINING & RIGHT TO STRIKE

Marquardt recognizes the fundamental right of all employees to form and join trade unions or employee representative bodies. In addition, the company and its managers undertake to maintain neutrality in this context. This excludes any form of discrimination based on trade union activities (formation, joining or membership).⁵

If this basic right is restricted by local laws, alternative ways of establishing employee representation that comply with the law should be supported.

It is ensured that there is a regular and open exchange between management and employee representatives on working conditions. The aim is for employees to be involved as directly as possible through this social dialog and to ensure a fair balance between the interests of both parties. Collective bargaining is a particular manifestation of this social dialog.⁶

The Marquardt Group respects the right to strike as far as it is exercised in accordance with the respective national legal systems.

04

EQUAL OPPORTUNITIES AND PROTECTION AGAINST DISCRIMINATION/HARASSMENT

The Marquardt Group rejects any form of discrimination, harassment or an objective disadvantage. This applies in particular to discrimination based on ethnic or social origin, skin color, gender, nationality, language, religion, physical or mental limitations, gender identity, sexual orientation, state of health, age, marital status, pregnancy/parenthood, trade union membership or political conviction, insofar as this is based on democratic principles and tolerance towards those who think differently.

The Marquardt Group is committed to equal opportunities and equal treatment and fosters an environment of mutual respect and diversity in which employees are selected, hired and promoted based on their suitability, qualifications and abilities. It promotes work-life balance and creates appropriate conditions for this.

The Marquardt Group is committed to cultural diversity and respects the rights of ethnic, religious or comparable minorities and promotes cooperation characterized by mutual respect.

It respects and protects the rights of vulnerable groups, such as expectant mothers, parents on parental leave, people with disabilities, and older workers.

It also does not tolerate any form of harassment, sexual or moral. This applies in particular to violence and harassment in the world of work that occur during, in connection with or as a result of work. The prevention and elimination of such behavior must be ensured by appropriate measures and is a prerequisite for ensuring well-being at work.



⁵ | ILO Convention 135.

⁶ | ILO Convention 98.

05

RIGHT TO HEALTH AND SAFETY AT WORK

At Marquardt, we as an employer ensure safety and health protection in the workplace at least within the scope of the applicable law.

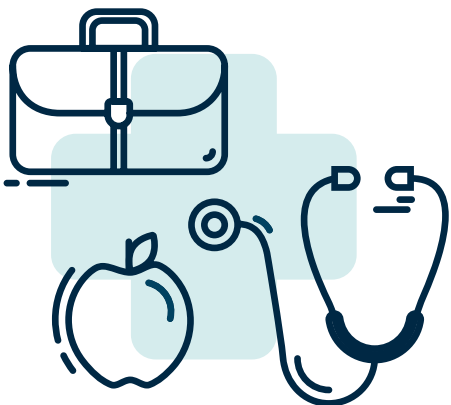
The aim is to create a safe working environment and ensure healthy employment conditions in accordance with applicable international standards. We promote a preventive approach, according to which occupational accidents and diseases have fundamentally preventable causes and seek to eliminate them on an ongoing basis.

06

WORKING HOURS

The principle applies that working hours must at least comply with the respective national legal requirements or the standard of the respective industry.

In this context, it is ensured that adequate work breaks, appropriate limitation of working hours and regular paid leave are provided.



07

REMUNERATION AND BENEFITS

The Marquardt Group is guided by the principle that the same remuneration is paid for work of equal value and that this is done without including extraneous conditions.

Furthermore, we are committed in particular to an appropriate wage that is at least equal to the minimum wage established under the applicable law and, in addition, enables our employees to at least secure their livelihood at the place of employment.

08

EDUCATION AND QUALIFICATION

Marquardt promotes the education and qualification of all employees in order to be able to offer a constantly high level of performance and to meet our requirement for high-quality work and innovative products.



09

HUMAN RIGHTS AND ENVIRONMENT

Innovation leadership and the highest demands on our own environmental awareness go hand in hand. Marquardt therefore consistently pursues its self-imposed environmental protection goals within the framework of ISO 14001 certifications. Marquardt therefore expects its business partners to be an equally responsible member of society, as every commercial enterprise bears a responsibility for the environmental compatibility and sustainability of the products and services it offers that is commensurate with its product and service portfolio. Therefore, Marquardt also considers its business partners to have a duty to always use ecologically compatible materials and technologies manufactured under humane conditions in accordance with the current state of the art and to sustainably minimize environmental pollution. For Marquardt, the protection of human rights as well as the environment has high priority.

It must be ensured that environmental protection laws and the relevant recognized environmental rules are observed. Natural resources should be used sparingly and in an environmentally friendly manner to avoid waste. Energy should be used sustainably and efficiently to minimize emissions and environmental impacts. This ensures the ability of future generations to meet their own needs.

Business partners with production sites also maintain suitable environmental and energy management systems, such as those in accordance with ISO 14001 and ISO 50001 or the European Union's EMAS Regulation, or are at least developing in this direction. Ideally, they have also implemented an occupational health and safety management system, for example in accordance with ISO 45001.

10

DATA HANDLING

The protection of the personal rights and privacy of each individual is of great importance to the Marquardt Group. For this reason, Marquardt attaches great importance to the responsible handling of personal data and uses it exclusively for the intended purpose and in compliance with the statutory provisions.

The collection, storage, processing and other use always require consent, a contractual provision or another legal basis. Technical and organizational measures, such as the internal data protection policy, set a uniform data protection and data security standard.



USE OF MANAGEMENT SYSTEMS TO IMPLEMENT THIS DECLARATION

Compliance with and achievement of the principles and objectives set out in this declaration are monitored in particular by the existing and risk-oriented management systems. These are based on recognized standards. Local implementation is the responsibility of the managers at each site.

01

IMPLEMENTATION OF A RISK MANAGEMENT SYSTEM

Functioning risk management is necessary in order to comply with the required human rights due diligence obligations.

Marquardt is committed to implementing such a system to best meet these due diligence obligations.

02

CARRYING OUT REGULAR RISK ANALYSES BASED ON THE PDCA CYCLE

Risk analysis takes place within the framework of the aforementioned risk management system. Thus, risk identification, risk analysis, risk assessment and risk treatment are carried out. This should make it possible to define and take preventive measures, uncover violations and initiate countermeasures, and identify potential for improvement.

It is important that a continuous review of compliance with this statement and an assessment of its application take place on a regular basis.

Marquardt also endeavors to identify risks regarding human rights violations in its own business area and at direct suppliers and will take defined countermeasures in the event of violations.



FINAL PROVISIONS

This declaration goes into effect upon its publication. No individual claims or claims by third parties can be derived from this declaration. It does not apply retroactively.

The declaration shall be reviewed regularly for any need for adjustment and optimization and may be adjusted by mutual agreement. Should a provision of this declaration be invalid due to legal conditions, the parties agree to work out a new provision that comes as close as possible to the invalid one.

In case of doubt as to the interpretation or application of this declaration, the German version shall prevail.



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