

# Policy Statement on respect for human rights and the environment

(in accordance with the German and European regulations for responsibilities in the supply chain)

## **Responsibility**

Leuze electronic GmbH + Co. KG, as an internationally recognized expert in automation and sensor technology, is committed to ensuring compliance with human rights and environmental due diligence along the supply chain. We are aware of our responsibility towards our employees and our suppliers and require them to comply with the applicable legal standards.

With this principle, we as a company set a binding expectation to which our employees adhere and according to which suppliers are selected and checked. This declaration must be fulfilled both in our business area and by our direct suppliers.

## **Risk management**

We examine human rights and environmental risks in our own business area and at direct suppliers with appropriate care. Identified risks are assessed and reduced or prevented by means of preventive and corrective actions.

We have integrated a suitable risk management system for this purpose.

We are committed to the following human rights and environmental risks:

- Prohibition of all forms of child labor, forced labor and slavery
- Prohibition of discrimination
- Respect for labor rights and working conditions
- No causing of harmful environmental changes
- Freedom of association
- Right to property and remuneration
- Compliance with the Minamata Convention regarding handling of mercury
- Compliance with the Stockholm Convention regarding handling of persistent organic pollutants (POPs)
- Compliance with the Basel Convention regarding control of transboundary movements of hazardous waste and their disposal

All direct suppliers who deliver the components required to manufacture our products are subjected to a risk analysis. This determines whether and to what extent a risk exists. In order to minimize or exclude this risk, preventive actions are implemented both in our own business area and at our suppliers. Our existing requirements for our suppliers with regard to human rights and environmental protection are constantly being adapted and expanded. If violations are identified, suitable corrective actions are taken immediately to end, minimize or prevent them. We familiarize our suppliers and employees to these topics through suitable means of communication.

The risk analysis described above is updated regularly as well as being carried out again on an ad hoc basis.

## Complaint procedure

If potential human rights or environmental risks are discovered in our company or along the supply chain, or even if violations have occurred, our complaints reporting office is available to every employee, business partner, supplier, customer and other third parties.

All complaints will of course be treated confidentially and, if preferred, the details of the person providing the information can also be handled anonymously.

Further details on the complaints procedure are set out in the "Process description / guidelines for processing incoming complaints".

You can reach the complaints / internal reporting office using the following contact details:

Compliance Officer  
Fabien Zelenda  
In der Braike 1  
73277 Owen  
Phone: +49 7021 / 573-329  
E-Mail: [compliance@leuze.com](mailto:compliance@leuze.com)

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