

Policy Statement

on respect for human rights and the environment

in accordance with the German Supply Chain Act (LkSG)

As of: January 2024

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
- No handling of mercury
- No production and use of certain chemicals
- Ban on the export and import of hazardous waste

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 training.

The risk analysis described above is updated annually 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 platform within the meaning of Section 8 LkSG (also an outsourced internal reporting platform within the meaning of Section 14 (1) HinSchG) is available to everyone (employees, business partners, suppliers, customers and other third parties).

All complaints will of course be treated confidentially and can also be submitted anonymously.

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

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

Compliance Officer Services Legal
Attorney Stephan Rheinwald
Telemannstraße 22
53173 Bonn
Phone: 0228/ 35036291
Fax: 0228/ 35036292
E-Mail: s.rheinwald@cos-legal.eu

Anonymous reports can also be submitted via the following link:

<https://portal-hinweisgebersystem24.de/#/leuze>

Owen, January 2024

Issued by the management of Leuze electronic GmbH + Co. KG



Salvatore Buccheri



Dr. Henning Grönzin



Helge Held