

A photograph of two hikers on a rocky cliff at sunset. One hiker is on the left, wearing a red backpack and is in mid-air, having just jumped or is about to jump. The other hiker is on the right, wearing a dark backpack and is reaching out to help the first hiker. The background shows a sunset over a mountain range with a hazy sky.

GRILLO

DECLARATION OF
HUMAN RIGHTS
PRINCIPLES

GRILLO-Werke AG

Weseler Str. 1
47169 Duisburg
Status 01.08.2024

INTRODUCTION

The actions of GRILLO-Werke AG and its affiliated and controlled companies (GRILLO) are determined by a clear mission statement, a forward-looking vision and a firm system of values that form the solid foundation of our work. In this way, we always pursue the goal of creating sustainable added value for the benefit of our customers, employees and society as a whole.

We regard the protection of human rights as a central element of our corporate responsibility. We base our commitment to respecting human rights on the United Nations Universal Declaration of Human Rights and the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

We are committed to respecting internationally recognized human rights and upholding them in our business activities and along our value chains. This includes, in particular, the prohibition of child and forced labor, the prohibition of all forms of slavery and discrimination and the strengthening of freedom of association.

We are also committed to compliance with occupational health and safety, the payment of appropriate wages, the Minamata, POPs and Basel Conventions, the ban on forced evictions and the use of security forces if their deployment entails the risk of human rights being disregarded or restricted.

This declaration illustrates our fundamental commitment to respecting human rights, which is already reflected in our corporate policy, our Code of Conduct for Suppliers and our commitments to the Responsible Care Global Charter and the Sustainability Charter of the International Zinc Association.

The principles set out here apply to our own business activities and to all GRILLO employees. In addition, we also expect our suppliers and other business partners to commit to complying with the principles set out here and to implement appropriate processes to respect human rights. This also includes providing information on how the aforementioned principles are complied with upon request.

We always comply with applicable national law. In cases where international human rights are restricted by local laws, we strive to promote the principles behind the international standards without coming into conflict with local laws. Where local laws go beyond international standards, we will comply with them.



Ulrich Grillo



Pascal Hagemann

OUR RISK MANAGEMENT AND DUE DILIGENCE PROCESS

As a responsible company, we have the opportunity to strengthen the protection of human rights in a variety of ways. However, we are also aware of the potential human rights risks that may be associated with our business activities.

As part of our regular and event-driven risk analyses, which we carry out for our own business activities, our supply chain and our solutions and products, we identify topics and risks that we consider to be priorities due to their potential severity and our ability to influence them. In doing so, we address risks to the environment, to the violation of labor and human rights and to ethical conduct.

As part of the risk analysis for the current financial year, we have identified relevant human rights risks in the areas of the environment and ethics in our supply chain. On the one hand, these include the risk of improper handling of chemical substances and waste - we expect our suppliers to comply with internationally binding conventions and obtain evidence of the environmentally compliant management of their systems. On the other hand, there are risks in the areas of competition-compliant behavior, for which we expect and demand appropriate precautions and evidence of compliance.

We incorporate the results of our risk analyses into relevant business processes, particularly in our supplier management. Where risks exist, we implement suitable preventive measures. To this end, the relevant functions at GRILLO have been trained, exchange information on an ongoing basis and continuously improve management in this regard.





The health and safety of our employees is also a top priority for us. By implementing uniformly high standards at all our locations, we are continuously working to create a safe and healthy working environment. Our employees take part in regular training courses to promote safety-conscious behavior.

In cases where we cause or contribute to actual human rights violations through our business activities, we are committed to implementing effective remedial measures.

Possible compliance violations or human rights violations can be reported via our publicly accessible whistleblower system, which we review regularly and on an ad hoc basis with regard to its effectiveness.

Our analyses and measures for fulfilling our due diligence obligations, including this declaration of principles, are reviewed regularly and on an ad hoc basis to ensure that they are up to date and effective and are further developed and adapted to changing conditions as required.

We report regularly on the fulfillment of all due diligence obligations, document them internally on an ongoing basis and store them in an audit-proof manner for at least seven years.

We have appointed a human rights officer to monitor risk management and its operational implementation.