

# Human Rights Policy Statement

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## 1 Our self-perception

As a family-owned company with over eight decades of filtration experience, combined with our employees' experience at over 80 sites worldwide and our innovative solutions, MANN+HUMMEL can proudly say we are a global technology leader in filtration. Convinced by our vision of "Leadership in Filtration," we assume responsibility towards current and future generations and have successfully relied on continuity and reliability since our foundation in 1941.

There will always be a need for filtration. Driven by sustainability, digitalization, and mobility development, we provide innovative solutions that support the improvement of our everyday life.

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In finding the best possible solutions for our partners, it is particularly the experience and commitment of our employees that make the decisive difference in the development of our versatile products. Our long-standing customer relationships and numerous industry awards are proof that we are ambitious in pursuing our vision while remaining true to our values.

## 2 Guidelines and Standards

In addition to our [Code of Conduct and Social Charter](#), the purpose of this policy is to communicate, respect, and preserve the principles of Human Rights.

This policy is primarily guided by the following:

- The principles of the UN Global Compact (MANN+HUMMEL membership since 2021)
- The International Labor Standards of the International Labor Organization
- The German Supply Chain Due Diligence Act (“Lieferkettensorgfaltspflichtengesetz”) and the Conventions stated herein concerning the protection of human rights.

## 3 Our Commitment

Human rights and the environment are intrinsically intertwined: a clean, healthy, and sustainable environment is essential to our human rights, while polluted, hazardous, and otherwise unhealthy environments potentially violate our human rights.

By creating outstanding filtration solutions in all our business segments, we are committed to enabling cleaner mobility, cleaner air, and cleaner water and are therefore also determined to support human rights worldwide.

## 4 Scope and Expectations

This policy applies to the MANN+HUMMEL group and its subsidiaries.

We expect our employees and business partners to comply with internationally applicable human rights and adhere to this policy's principles towards colleagues, business partners, and communities.

Furthermore, we expect our partners to have appropriate structures in place to prevent, contain and eliminate human rights violations they have caused or contributed to and ensure this for their downstream partners along the value chain.

Our [Supplier Code of Conduct](#) communicates the basic principles of cooperation to all business partners and regulates them in a binding manner. The Supplier Code of Conduct strengthens a shared understanding of how these principles are implemented in day-to-day business. The principles and standards formulated in the Supplier Code of Conduct form a mandatory part of our cooperation with our suppliers.

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## 5 Process Description

To comply with our duties of care, MANN+HUMMEL has introduced the following process steps:

### 5.1 Risk Management

Our risk management system follows a risk-based approach to identify environmental and human rights risks in our own company and our supply base. Risk management includes measures for risk analysis and reduction or prevention.

Furthermore, MANN+HUMMEL implemented clear guidelines on how the annual risk assessment is to be carried out.

### 5.2 Human Rights Officer

MANN+HUMMEL has engaged a Human Rights Officer who monitors and observes all human rights issues.

### 5.3 Risk Analysis

MANN+HUMMEL carries out yearly and ad-hoc risk analyses of its suppliers and subsidiaries.

The analyses include the assessment of potential risks as well as an incident scan.

### 5.4 Preventive & Remedial Measures

Suppliers identified as a very high risk will be invited to validate the risk by filling in a Self-Assessment Questionnaire (SAQ).

MANN+HUMMEL subsidiaries identified as a high risk are subject to internal audits.

The result of the SAQ or the internal audit is the basis for defining the respective countermeasures.

Depending on the risk assessment score, improvement fields and action plans will be defined and reviewed on a regular basis and improvement measures will be implemented immediately.

Furthermore, MANN+HUMMEL employees and suppliers receive training to ensure compliance with human rights.

### 5.5 Dealing with indirect suppliers

MANN+HUMMEL requires its direct suppliers to communicate the expectations of MANN+HUMMEL into their supply chain and validate compliance with these expectations.

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Should MANN+HUMMEL gain positive knowledge of violations against MANN+HUMMEL sustainability principles by an indirect supplier, MANN+HUMMEL reserves the right to audit such indirect supplier and to oblige its direct supplier to solve the violation.

Should the violation not be resolved within a reasonable period, MANN+HUMMEL reserves the right to terminate the business relationship with its direct supplier.

## 5.6 Documentation and reporting

MANN+HUMMEL fulfills all documentation obligations and publishes reports according to legal requirements.

## 5.7 Whistleblowing system

Moreover, MANN+HUMMEL has implemented a global [Whistleblowing system](#) to unveil noncompliance with applicable laws and/or internal regulations.

One aim of the whistleblowing system is to encourage managers and employees to protect and help improve the MANN+HUMMEL Group by disclosing any known or suspected noncompliance infractions.

In addition, all partners, as well as external parties, can address their complaints via this platform. A whistleblower notice can be sent through different channels and will be received by the Chief Compliance Officer at MANN+HUMMEL. MANN+HUMMEL provides more information about this topic via <https://speak-up.mann-hummel.com>.

Concerns may relate to violations of the law or our Code of Conduct within the MANN+HUMMEL Group, as well as direct and indirect suppliers.

MANN+HUMMEL takes every reported concern very seriously and follows up on them carefully.

## 6 Identified Human Rights and environmental risk areas

Following our analysis of potential human rights and environmental risks in our own workforce and along our supply chain we focus on the following identified priority risks:

### 6.1 Health and Environment

MANN+HUMMEL has implemented global Health and Safety standards, more information on this topic can be found here: [Health, Safety & Environment \(mann-hummel.com\)](#).

Resources are used efficiently. Business processes for environmental aspects, such as material use, energy consumption, greenhouse gas emissions, water quality and

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consumption, air quality, waste management, and other natural resources, are defined and implemented.

MANN+HUMMEL avoids waste at the development, manufacturing, and use phase and the subsequent use of products and other activities and considers re-use, recycling, and the safe and environmentally friendly disposal of non-recyclable waste, chemicals, and wastewater.

MANN+HUMMEL ensures observance of all applicable laws and regulations for environmental protection.

## 6.2 No Discrimination

MANN+HUMMEL is committed to providing an environment free of discrimination and harassment where individuals are treated with respect and dignity, can contribute fully, and have equal opportunities.

Especially discrimination and harassment due to the grounds of Race, Ethnic origin, Disability, Age, Creed, Sex, and Sexual identity is strictly forbidden.

Anyone at MANN+HUMMEL found to have engaged in discriminating actions or harassment may be subject to disciplinary action.

## 6.3 No Child Labor nor Forced Labor

MANN+HUMMEL prohibits any form of child labor and employs no children below the statutory minimum employment age applicable in the respective country or jurisdiction. MANN+HUMMEL proclaims a minimum age of 15 years even if the local legislation allows employment of a younger age. This may only be deviated from within the scope of Articles 6 to 8 of Convention No. 138 of the International Labor Organization of June 26, 1973, concerning the minimum age for admission to employment.

Furthermore, MANN+HUMMEL bans the worst forms of child labor for children under the age of 18 according to the International Labor Standards of the International Labor Organization.

Labor of all people working for MANN+HUMMEL shall be voluntary. Employees are not forced to work, nor are they forced to sign an employment contract.

MANN+HUMMEL asserts that slavery and the slave trade are prohibited in all their forms.

## 6.4 Fair labor conditions

All MANN+HUMMEL employees are free to organize, form, and participate in groups, either formally or informally.

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We promote fair labor conditions (especially salary and working hours) according to international standards, such as the ILO-norms, and we expect our business partners to act similarly.

Compliance with applicable wage, work hours, overtime, and benefit laws is mandatory.

## 6.5 Other human rights issues

Besides these identified prioritized risk areas, MANN+HUMMEL incorporates all human rights risks according to the supply chain act and the international norms in its considerations and actions.

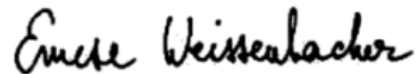
Every incident at MANN+HUMMEL is investigated in detail, and appropriate remedial measures are initiated.

## 7 Continuous and Further Development

MANN+HUMMEL regularly reviews and adapts this Human Rights Policy Statement to take account of current changes and adjusted processes, especially regarding our yearly risk analysis.



**Kurk Wilks**  
President & CEO



**Emese Weissenbacher**  
Executive VP & CFO