

Policy Statement on Respect for Human Rights

Document No.:	P-00021	Gültigkeitsbereich:	Global
Rev:	2	Area of Validity:	
Erstellt / Geändert:	Shan, Jiening	Geprüft / Freigegeben:	OK: Winkler-Kuhmann, Anne (15 October 2024 13:58)
Created / Modified:		Approval/ Release:	

Printed versions or versions not filed in the IMS Portal are no controlled documents. Only the version in the IMS Portal is binding.

Revision Template: 22.06.2018. Confidential level:[Confidential Level]

Seite 1 von 6

Contents

I. Our responsibility.....	3
II. Our commitment to respect for human rights	4
III. Our approach to implementing the due diligence obligations.....	4
3.1 Risk analysis	4
3.2 Measures	5
3.3 Reporting procedure for complaints and messages	5
3.4 Effectiveness control	6
IV. Responsibilities	6
V. Outlook and reporting	6

Document No.:	P-00021	Gültigkeitsbereich:	Global
Rev:	2	Area of Validity:	
Erstellt / Geändert:	Shan, Jiening	Geprüft / Freigegeben:	OK: Winkler-Kuhmann, Anne (15 October 2024 13:58)
Created / Modified:		Approval/ Release:	

I. Our responsibility

We are Hengst Filtration. Our vision is: "Purifying our planet".

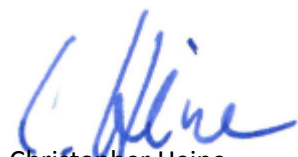
Mobility, health, technology, environmental protection and sustainability – every day we work on the big issues of our time. And all with the aim of making our planet a cleaner place.

We supply technologically leading filtration systems in the field of mobility, commercial vehicle, mechanical and plant engineering, industrial filtration, hydraulics, electrical household appliances, life science and healthcare. Our solutions are used in medical products, cleanrooms, air conditioning systems, cleaning equipment, industrial systems, power tools and robots.

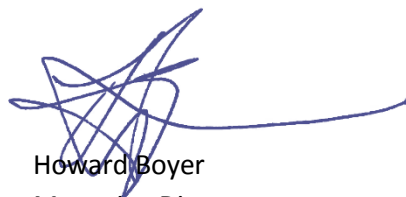
Our thoughts and actions as a family business are characterized by our responsibility for people and the environment. We are committed to respecting and strengthening human rights and corresponding environmental rights¹ and to preventing, ending or minimizing their violation.

This policy statement applies to all companies of the Hengst Group. It supplements and specifies our position with regard to human rights and is the authoritative document in this respect.

Münster, 15.10.2024



Christopher Heine
Managing Director
CEO



Howard Boyer
Managing Director
COO



Jens Röttgering
Chairman of the Administrative Board

¹ For reasons of readability, "human rights and related environmental rights" are referred to collectively as "human rights".

Document No.:	P-00021	Gültigkeitsbereich:	Global
Rev:	2	Area of Validity:	
Erstellt / Geändert:	Shan, Jiening	Geprüft / Freigegeben:	OK: Winkler-Kuhmann, Anne (15 October 2024 13:58)
Created / Modified:		Approval / Release:	

II. Our commitment to respect for human rights

We face up to our corporate responsibility to respect human rights in our own business area and in our supply chains.

We are committed to the internationally recognized standards for respecting human rights and align our business activities and our human rights and environmental due diligence processes accordingly. These include in particular

- Universal Declaration of Human Rights of the United Nations (UN)
- The 10 principles of the United Nations (UN) Global Compact
- Guiding Principles on Business and Human Rights of the United Nations (UN)
- OECD Guidelines for Multinational Enterprises (OECD)
- The 10 core labor standards of the International Labor Organization (ILO)
- International Covenant on Civil and Political Rights (UN)
- International Covenant on Economic, Social and Cultural Rights (UN).

We expect our employees to adhere to our value-oriented corporate culture. For us, respect for human rights is a fundamental component of responsible cooperation.

We expect our business partners to commit to respecting human rights, to endeavor to establish appropriate human rights and environmental due diligence processes and to pass on this expectation in their own supply chain.

III. Our approach to implementing the due diligence obligations

We have established due diligence processes in our organization and in our relationships with our suppliers to ensure respect for human rights. These will be continuously reviewed, developed and expanded.

3.1 Risk analysis

It is important for us to be aware of the potential and actual human rights and environmental risks of our business activities.

A multi-stage risk analysis process is implemented at Hengst to deal with such risks. This serves to systematically identify potentially adverse human rights and environmental impacts of both our own and our suppliers' business activities and to take measures where necessary.

The risk analysis is carried out once a year both for our own business area and for our direct suppliers. In a first step, we carry out an abstract analysis according to country and sector risks. In a second step, we will review those companies in our own business area and our direct suppliers for which there is an increased risk disposition as part of a concrete risk analysis for priority human rights and environmental risks.

Document No.:	P-00021	Gültigkeitsbereich:	Global
Rev:	2	Area of Validity:	
Erstellt / Geändert:	Shan, Jiening	Gepprüft / Freigegeben:	OK: Winkler-Kuhmann, Anne (15 October 2024 13:58)
Created / Modified:		Approval / Release:	

We also carry out the risk analysis for our own business area, for our direct suppliers and for our indirect suppliers on an ad hoc basis. The event-driven risk analysis is carried out if we have to expect a significantly changed or significantly expanded risk situation in our own business area or in the supply chain, or if we have actual indications that a violation of human rights or environmental obligations is possible. We proceed as described in the two steps above.

The results of the risk analysis are incorporated into our corporate decision-making processes, including with regard to supplier selection, business partner management, product responsibility and product development as well as mergers and acquisitions.

Hengst will go into more detail on the priority human rights and environmental risk areas identified in the next update of this policy statement.

3.2 Measures

We take measures to fulfill our responsibility to respect human rights and protect the environment.

We require our employees to comply with the **Hengst Code of Conduct**. In order to further sensitize our employees to respect human rights and to provide them with the necessary expertise for the effective implementation of human rights and environmental due diligence processes, we will conduct regular training courses for this purpose in the future.

We expect our direct suppliers to contractually acknowledge our **Supplier Code of Conduct**, in particular to comply with the laws applicable in the respective country and the "10 core labor standards of the International Labor Organization (ILO)", to respect human rights and to adequately address human rights and environmental risks at their own premises and vis-à-vis their own business partners.

We are aware that violations of human rights can occur despite these preventive measures. If a possible violation is identified, we take measures as quickly as possible to prevent negative effects on rights holders or to remedy the situation. We expect our business partners to support us in clarifying the facts and to cooperate fully within a reasonable timeframe. Depending on the severity of the violation, we reserve the right to respond appropriately, from requesting the immediate elimination of the violation to the development of a joint time-bound concept to minimize or end the violation to the termination of the business relationship as a last resort.

3.3 Reporting procedure for complaints and messages

Appropriate and effective management of complaints and messages is an important part of our human rights and environmental due diligence processes.

We systematically investigate all complaints and messages as well as reasonable suspicions of human rights violations. Complaints and messages can be submitted via the **Reporting Channel on our company website**, which is open to all employees and third parties. The reporting channel is freely accessible, can be used in various languages and allows anonymous reporting if desired. As far as possible and within our sphere of influence, we ensure that reporting persons are protected from discrimination and punishment in connection with the complaints or information they submit.

Document No.:	P-00021	Gültigkeitsbereich:	Global
Rev:	2	Area of Validity:	
Erstellt / Geändert:	Shan, Jiening	Geprüft / Freigegeben:	OK: Winkler-Kuhmann, Anne (15 October 2024 13:58)
Created / Modified:		Approval/ Release:	

We have published **Rules of Procedure** that describe the process for submitting and processing complaints and messages to Hengst. We will review the effectiveness of the reporting procedure at least once a year and make any necessary adjustments.

3.4 Effectiveness control

We will review the effectiveness of our measures once a year and on an ad hoc basis and adjust them as necessary if we have to reckon with a significantly changed or significantly expanded risk situation in our own business area or at our direct suppliers.

Wherever possible, we involve those persons potentially affected.

IV. Responsibilities

Our management is responsible for the implementation of and compliance with this Policy Statement on Respect for Human Rights.

We have defined organizational responsibilities in order to adequately control risk management at Hengst in accordance with the German Supply Chain Duties Act ("LkSG"). A committee made up of managers from relevant central functions is responsible for the design of the risk management system in accordance with the LkSG.

A human rights officer appointed by Hengst is responsible for monitoring and improving the risk management system in accordance with the LkSG, provides regular and ad hoc information to management and ensures external reporting on human rights due diligence obligations in accordance with the LkSG.

The operational implementation of human rights and environmental due diligence processes is the responsibility of the relevant specialist departments, in particular the central Compliance department, the Personal department and Purchasing. These are supported by other specialist departments.

The Hengst companies worldwide support the implementation of the due diligence processes within their area of responsibility and ensure compliance with them.

V. Outlook and reporting

We are aware that the implementation of human rights and environmental due diligence obligations is an ongoing process. We are therefore continuously developing our due diligence processes.

We report once a year to the Federal Office of Economics and Export Control (BAFA) on the implementation of human rights and environmental due diligence at Hengst. The report is submitted annually, starting in the first quarter of 2025.

Document No.:	P-00021	Gültigkeitsbereich:	Global
Rev:	2	Area of Validity:	
Erstellt / Geändert:	Shan, Jiening	Geprüft / Freigegeben:	OK: Winkler-Kuhmann, Anne (15 October 2024 13:58)
Created / Modified:		Approval / Release:	