

Mission Statement
on upholding human rights and protecting the environment
in line with the requirements of the
German Act on Corporate Due Diligence in Supply Chains (LkSG)
dated July 16, 2021

As a company that maintains international business relationships, ETTINGER GmbH is aware of its responsibilities and, in view of these, is committed to improving the human rights situation worldwide and environmental protection standards at every stage in our supply chains. This mission statement outlines our explicit acknowledgment of the provisions in the Annex to Section 2(1) and Section 7(3) sentence 2 of the German Act on Corporate Due Diligence in Supply Chains (LkSG), and our commitment to upholding internationally recognized standards. Globalization and technological progress are resulting in international markets becoming increasingly intertwined with one another, an effect that is introducing both opportunities and challenges. While the development of new markets and production facilities creates jobs and prosperity in countries of origin, it is also vital to ensure that internationally recognized human rights and environmental protection standards are maintained in supply chains, and that efforts to enforce them are not hampered by a lack of transparency.

ETTINGER is committed to respecting, safeguarding, and upholding the human rights of individuals and environmental protection standards. We stand by our responsibilities as a company, regardless of the ability or willingness of countries to fulfill their obligations in protecting human rights. This is something to which our management team has dedicated itself, and it works hard to ensure that our company performs its due diligence in the day-to-day activities that take place in every area of the business.

ETTINGER engages in regular dialog with its suppliers so that it can promptly identify any human rights violations within the supply chain and introduce measures to combat them where necessary. ETTINGER believes that

- our predominantly regional/European sources of supply allow us to largely eliminate risks relating to human rights and the environment. Despite this, we will continue to scrutinize

this status regularly so that we can ensure we are consistently eliminating risks as effectively as possible.

- our long-lasting business relationships established across the world allow us to pay special attention to risks relating to human rights and/or the environment, and that we ensure these international standards for protecting human rights and the environment are upheld in our choice of business partners and in our discussions with them.

We encourage our employees to report anything that contradicts this mission statement and any violations of it. Incidents of this nature can be reported to our managers, those in charge of our Integrated Management System (IMS), our Human Resources department, and our point of contact compliance@ettinger.de, which also accepts information from partners and third parties.

ETTINGER believes in equal rights for all humans as a matter of course. We do not discriminate against anyone on the grounds of gender, background, race, language, native origin, belief, religious or political persuasion, or disability. We are expressly opposed to physical, sexual, and psychological violence and abuse of all kinds. We also oppose corruption, child labor, forced labor, and human trafficking. Additionally, we believe that protecting human rights includes paying a fair wage, ensuring appropriate working conditions, and preventing child exploitation.

ETTINGER is committed to upholding all these principles. Within our company, we communicate these values to our partners and employees through our code of conduct and this mission statement. By obligating every person in our company to uphold these values, we can make sure they are embodied in the work we do. Our approach to choosing business partners also allows us to ensure that they maintain the same commitment to human rights and environmental values.

Brunnthal, January 2024

Signed by the management team of ETTINGER GmbH