

### Introduction

Fischcon is committed to respecting and promoting human rights in all aspects of our operations. This policy outlines our dedication to ensuring that all individuals are treated with dignity and respect, and that their fundamental rights are protected.

### Scope

This policy applies to all employees, contractors, suppliers, and business partners of Fischcon. It is aligned with international human rights standards, including the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization's (ILO) Conventions, and the Universal Declaration of Human Rights.

### Principles

#### 1. Respect for Human Rights

- Fischcon respects and supports internationally recognized human rights.
- We are committed to avoiding causing or contributing to adverse human rights impacts through our business activities.

#### 2. Non-Discrimination and Equal Opportunity

- We provide equal opportunities and do not tolerate discrimination based on race, color, gender, age, religion, ethnicity, disability, sexual orientation, or any other status.
- We are committed to fostering an inclusive workplace that values diversity.

#### 3. Fair Labor Practices

- We comply with all relevant labor laws and regulations.
- We prohibit forced labor, child labor, and any form of exploitation.
- We ensure fair wages, safe working conditions, and respect for workers' rights to freedom of association and collective bargaining.

#### 4. Health and Safety

- We prioritize the health and safety of our employees and stakeholders.
- We implement robust health and safety policies and procedures to prevent workplace injuries and illnesses.

#### 5. Community and Stakeholder Engagement

- We engage with local communities and stakeholders to understand and address their concerns.
- We seek to contribute positively to the communities in which we operate.

## 6. Environmental Responsibility

- We recognize the interconnection between human rights and environmental stewardship.
- We strive to minimize our environmental footprint and promote sustainable practices.

## 7. Privacy and Data Protection

- We respect the privacy rights of our employees, customers, and stakeholders.
- We implement measures to protect personal data from unauthorized access and misuse.

### Implementation

#### 1. Policy Communication and Training

- This policy is communicated to all employees, contractors, suppliers, and business partners.
- We provide training to ensure understanding and effective implementation of our human rights commitments.

#### 2. Due Diligence and Risk Assessment

- We conduct regular human rights due diligence to identify, prevent, and mitigate adverse human rights impacts.
- We assess potential human rights risks in our operations and supply chains.

#### 3. Grievance Mechanisms

- We establish accessible grievance mechanisms for employees, stakeholders, and affected parties to raise concerns or report violations of this policy.
- We ensure that grievances are addressed promptly and transparently.

#### 4. Monitoring and Reporting

- We are committed to continuous improvement and regularly review and update our human rights policy and practices.

### Governance

#### 1. Responsibility

- The Managing Director and the General Managers are responsible for overseeing the implementation of this policy.
- All personnel are responsible for ensuring compliance within their areas of responsibility.

#### 2. Review and Update

- This policy is reviewed annually and updated as necessary to reflect changes in laws, regulations, and best practices.

## **Commitment**

Fischcon is dedicated to upholding human rights and fostering a culture of respect and responsibility. We believe that by doing so, we contribute to the well-being of our employees, stakeholders, and the communities we serve.

## **Contact**

For any questions or concerns regarding this policy, please contact the undersigned,

J.W.A. Altelaar | Managing Director