

## Supply due diligence act from 16.07.2021

### Policy statement

We are aware of the responsibilities associated with our global business operations and are committed to conducting our business in an ethical and socially responsible manner.

With our production facility in Germany and numerous sales offices worldwide, Menzel Elektromotoren GmbH has a global network that supplies numerous customers worldwide.

Compliance with human rights and social standards, as well as ensuring appropriate working conditions, also from an environmental perspective, are of central importance, not only in relation to our employees, but also within our entire value chain.

In order to fulfill its responsibility to protect human rights, Menzel Elektromotoren GmbH implements the Guiding Principles on Business and Human Rights of the United Nations with the National Action Plan for Business and Human Rights of 2016 (National Action Plan) in the Federal Republic of Germany. There, the expectation is formulated, with reference to its size, industry and position in the supply chain, to identify human rights risks in its supply and value chains in an appropriate manner, to counter them, to report on them and to enable complaint procedures.

The National Action Plan is a very important first step in this regard. Central to its successful implementation is a uniform understanding of the content and scope of human rights due diligence obligations and their broad anchoring in internal company processes.

Through this law, companies based in the Federal Republic of Germany, such as Menzel Elektromotoren GmbH, will be obliged above a certain size to better fulfill their responsibility in the supply chain with regard to respecting internationally recognized human rights by implementing the core elements of human rights due diligence. Even if this law initially only applies to companies with 3,000 or more employees and from 01.04.2024 to companies with 1,000 or more employees, and Menzel Elektromotoren GmbH has significantly fewer than 1,000 employees, we feel ethically and morally obligated to do so and set another positive example. On the one hand, this is intended to strengthen the rights of the people affected by company activities in the supply chains and, on the other hand, to take into account the legitimate interests of companies in legal certainty and fair competitive conditions.

We communicate with all our business partners not to commit any violation of international human rights.

With a clear focus on our suppliers, a globally applicable Code of Conduct exists regarding compliance with the following principles:

- Observance of and respect for human rights
- Exclusion of forced or compulsory labor
- Prohibition of child labor

This consideration of human and labor rights as part of our corporate philosophy helps to ensure that all parties involved in the entire supply chain act responsibly.

We conduct an annual supplier evaluation. We constantly review the requirements we have defined.

Suppliers are regularly visited by employees of Menzel Elektromotoren GmbH.

To date, there is no information or evidence of cases that indicate that Menzel Elektromotoren GmbH is or has been involved in human rights violations.

Hennigsdorf, 01.01.2024



Mathis Menzel, Managing Director



Dirk Achhammer, Managing Director