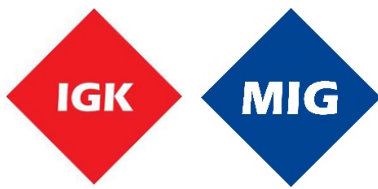




INNOVATION INSIDE



**DECLARATION OF
HUMAN RIGHTS**

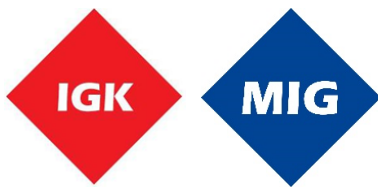


Preamble

This Declaration of Principles on Human Rights applies to all companies of the IGK Group (hereinafter referred to as "IGK"), namely IGK Isoliertglaslebstoffe GmbH, IGK Europe GmbH, MIG Systems GmbH and IGK North America Inc.

As a company in the chemical industry, we develop, produce and distribute adhesives and sealants for the insulating glass industry worldwide. We are actively committed to sustainability and responsible action and are aware of our responsibility towards customers, suppliers, employees and other stakeholders as well as towards the climate and society. In particular, we are guided by the values of integrity and fairness, regardless of whether our activities take place in Germany or abroad.

We support initiatives, principles and international standards such as "Responsible Care" as a contribution to the German chemical industry's "Chemie3" sustainability initiative, the "Climate-friendly SMEs" initiative of the German Association of Energy Consumers (VEA), the International Labor Organization's (ILO) Declaration of Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Responsible Business Conduct and are committed to anchoring these in our company. In doing so, we expressly strive to continuously improve our performance in the areas of occupational health and safety, environmental and climate protection and product safety.



DECLARATION OF THE MANAGEMENT BOARD

We regard the protection of human rights as a central element of our corporate responsibility. We base our commitment to respecting human rights in particular on the

- Universal Declaration of Human Rights,
- ILO Declaration on Fundamental Principles and Rights at Work,
- UN Guiding Principles on Business and Human Rights (UNGPs) and
- OECD Guidelines for Responsible Business Conduct.

This declaration illustrates our fundamental commitment to respecting human rights, which is already reflected in other company guidelines. These include, among others:

- IGK Sustainability policy
- IGK Code of Conduct
- IGK Supplier Code of Conduct

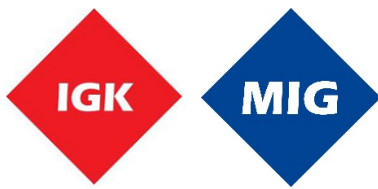
We are committed to respecting internationally recognized human rights and to observing them in our business activities. The purpose of this declaration is to create a basis for anchoring human rights in our business activities and along our value chain. It therefore covers the human rights that are most relevant to us:

- Health and safety
- Clean, healthy and sustainable environment
- Freedom of association and the right to collective bargaining
- Payment of fair wages
- Non-discrimination
- Prohibition of child labor
- Prohibition of forced labor and slavery

We are also committed to the ban on forced evictions and the use of security forces if their use entails the risk of human rights being disregarded or restricted. We are also committed to the Minamata Convention on Mercury, the Stockholm Convention on Persistent Pollutants and the Basel Convention on the Discharge of Hazardous Waste.

The principles set out here apply to all business activities and employees of the IGK Group. In addition, we also expect our suppliers and other business partners to commit to complying with the principles set out here and to implement appropriate processes to respect human rights. This also includes providing information on how the aforementioned principles are complied with when requested.

We are committed to respecting the labor rights and working conditions of our employees in accordance with international labor standards and local regulations. We are also committed to treating all employees with dignity and respect.



In return, we expect and require all employees to comply with our declaration on respecting and supporting human rights. In particular, all employees, regardless of their position, are obliged to comply with health and safety regulations in the workplace, to contribute to the protection of the environment, to refrain from harassment or discrimination and to refrain from corrupt practices.

We always comply with applicable national law. In cases where international human rights are restricted by local laws, we strive to promote the principles behind international standards without conflicting with local laws. Where local laws go beyond international standards, we will comply with them.

To fulfill our commitment to respect human rights, we are working to implement appropriate due diligence processes to identify and mitigate risks or impacts. We will adapt our policy statement accordingly over time.

As a company in the chemical industry, we have the opportunity to strengthen the protection of human rights in a variety of ways. However, we are also aware of the potential human rights risks that may be associated with our business activities. As part of a regular risk analysis that we carry out for our own business areas, our supply chain and our services and products, we identify topics and risks that we consider to be priorities due to their potential severity and our ability to influence them.

We incorporate the results of our risk analyses into relevant business processes, in particular into our supplier management. Where risks exist, we implement suitable preventative measures, such as

- **Supplier selection and evaluation**

We take human rights and selected/specific environmental criteria into account when selecting and evaluating our suppliers and implement appropriate control measures.

- **Occupational health and safety measures**

The health and safety of our employees is our top priority. By implementing uniformly high standards at all our sites, we are constantly working to create a safe and healthy working environment. Our employees regularly take part in training and instruction to promote safety-conscious behavior.

- **Product safety measures**

As part of our product development and monitoring, we continuously check the safety of our products with regard to health and environmental risks.

In cases where we cause or contribute to actual human rights abuses through our business activities, we are committed to implementing effective remediation measures. We also actively seek redress for negative impacts that we have caused or contributed to.



We encourage open dialog between our employees, the Works Council and management to identify actual or potential situations that may lead to human rights violations and to find solutions to prevent such situations. Alternatively, employees can report concerns and violations as part of our complaints management system. For example, possible compliance violations or human rights violations can be reported to the HR department or the works council. We are working on further developing our grievance mechanisms and improving accessibility for internal and external stakeholders.

A governance structure that allocates responsibilities for the operational implementation of our human rights strategy is currently being established. We will update our declaration of principles accordingly.