

# Declaration of Principles for Compliance and Respect for Human Rights

Karl Wörwag Lack- und Farbenfabrik GmbH & Co KG is committed to a responsible, sustainable management and supports the implementation of internationally recognized principles on human rights and fair working conditions both within the company and with business partners.

As a globally operating paint and coating company, Karl Wörwag Lack- und Farbenfabrik GmbH & Co. KG is aware of its responsibility within the global flow of goods. We can only be permanently successful if the impacts of our business activities are in harmony with people and the environment. Karl Wörwag Lack- und Farbenfabrik GmbH & Co KG is therefore committed to strengthening human rights and preventing human rights violations. This commitment applies both to our own operations and to our global supply and value chains.

Karl Wörwag Lack- und Farbenfabrik GmbH & Co KG accepts the UN Principles for Business and Human Rights and expects its business partners to respect and observe human and labor rights in their business activities. All business partners undertake to apply and comply with the applicable legal regulations, the ETI Base Code (Ethical Trading Initiative) and to promote and demand implementation in our supply and value chains to the best of their ability.

This includes the following criteria:

- No child labor according to ILO regulations and / or national regulations.
- All forms of forced labor or other involuntary compulsory labor including human trafficking are prohibited.
- Physical punishment, psychological or physical coercion and verbal abuse are prohibited.
- Work is fairly remunerated, the salary corresponds at least to the nationally valid minimum wage. The working hours comply with the respective national legislation and are based on the international working guidelines.
- Workers' health and safety is ensured and a safe and clean working environment is provided.
- Every worker in the supply chain has the right to freedom of association and collective bargaining.
- Any form of discrimination based on age, gender, race, disability, religion, political affiliation or other criteria in recruitment, remuneration, training, promotion, termination of employment or retirement will not be accepted.
- Corruption and bribery are forbidden. For this there are regulations on anti-corruption in the Code of Conduct.
- The safety of workers shall be ensured by the company.
- Data protection and privacy are granted and regulated by the company.

Karl Wörwag Lack- und Farbenfabrik GmbH & Co KG continuously checks where particular risks of human rights violations are in the supply chains.

We rely on individual risk analyses in this respect. On the other hand, we review the impact of our actions on human rights in cooperation with internal experts. We have identified work health and safety as a particularly sensitive area.

We will continue our commitment to respect and observance of human rights and report on progress in our annual report.

Many challenges in the globally branched value chains require approaches that change entire sectors in the long term. For maintaining our standards and developing ourselves as an organization, we also work with accredited certification organizations.

Karl Wörwag Lack- und Farbenfabrik GmbH & Co. KG has installed a comprehensive information management system which enables not only employees but also third parties to report violations of human rights and applicable law at any time.

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Georg Saint-Denis  
Managing Director (CEO)



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