

Policy statement



> REMONDIS-Group

REMONDIS policy statement

[remondis.com](https://www.remondis.com)

> POLICY STATEMENT

> 1 Recitals

- (1) Our shareholders, customers and business partners, authorities and the public expect us to act lawfully, competently and responsibly at all times. For us, this includes observing the applicable legal system and respecting the moral standards in all countries in which we do business, without exception. As a company, we also take responsibility for society and the environment. In addition to absolute integrity, industrial protection and health are an indispensable part of our actions. These common principles form the foundation of our business activities.
- (2) As a company, we are committed to the standards resulting from these convictions. In accordance with our understanding of entrepreneurial thinking and local responsibility, in addition to our shared responsibility, all employees have a duty to comply with the legal and company-specific principles in their own area of activity. To this end, we ensure that each individual has the necessary support and backing to fulfil the associated responsibility.
- (3) In order to ensure that the requirements of the German Act on Corporate Due Diligence in Supply Chains (hereinafter: LkSG) are complied with at the REMONDIS Group's companies, the Board of Directors of REMONDIS SE & Co. KG has adopted the following declaration of principles.

> 2 Scope of application

- (1) This declaration of principles applies to REMONDIS SE & Co KG's own business activities within the meaning of the LkSG as the parent company of the REMONDIS Group. The REMONDIS Group is part of the RETHMANN Group and comprises all companies that are directly or indirectly owned or otherwise controlled by REMONDIS SE & Co KG (hereinafter referred to as the REMONDIS Group) and hold at least 50.01% of the capital and voting rights.
- (2) If this declaration of principles is not directly binding for the companies of the REMONDIS Group, the management of the direct holdings of REMONDIS SE & Co. KG is hereby instructed, where required by law, to ensure that the declaration of principles is observed in their company and all sub-holdings.
- (3) In terms of content, this policy statement is concerned with all human rights-related risks and human rights-related environmental risks that are also covered by the LkSG.

> 3 Human rights and environmental expectations of employees and suppliers

- (1) We expect our employees and suppliers to act in accordance with our principles, which we have set out in writing in our Code of Conduct (available at remondis.de/fileadmin/user_upload/remondis_global_2017/profil/streifen_6/REM-AS_19-01-052_BRO_Combpliance_2019_DE_20190509_Final.pdf). We do not accept any violation or disregard of the principles formulated in these documents either within our company or with external partners. We can only fulfil our corporate responsibility if we all unconditionally comply with the applicable legal, ethical, social and ecological standards and ensure fair and respectful cooperation.

> 4 Risk management: Responsibilities

- (1) The responsibilities for risk management in accordance with the LkSG are allocated as follows: Each Executive Board member is responsible for the implementation of the due diligence obligations for their area, considering the requirements in II. For this purpose, each Executive Board member has appointed a person responsible for the Supply Chain Due Diligence Act / Human Rights Officer for their area of responsibility.
- (2) The task of those responsible is to develop and adapt the concept for compliance with legal requirements. These officers are responsible for communicating with the relevant authorities and reporting to the respective board members as well as collecting the documentation and compiling the annual report. To this end, they liaise closely with other REMONDIS Group officers responsible for specific topics.

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> 5 Risk management in own business division

- (1) REMONDIS carries out appropriate human rights due diligence to ensure compliance with international human rights standards, national laws and the Group's guidelines. This enables us to identify, assess and address potential and actual negative impacts on human rights in our business activities and supply chain.
- (2) REMONDIS has a procedure in place to assess, amend, discontinue and/or correct activities if it is determined that there is a risk that our business activities could cause or contribute to negative impacts on human rights. The analysis of human rights risks and impacts is carried out and updated annually and whenever there are significant changes to our business activities.

> 6 Risk management: Whistleblower system

- (1) REMONDIS attaches great importance to the fact that both internal and external parties can report grievances. Our partners and third parties can use our whistleblowing system to report potential violations of this Human Rights Policy either anonymously or in person at compliance@remondis.de or +49 2306 106-210
- (2) REMONDIS ensures that the persons entrusted with carrying out the complaints procedures guarantee that they will act impartially. The persons entrusted with carrying out the complaints procedures are not bound by instructions and are obliged to maintain confidentiality.
- (3) Our whistleblower policy (remondis-whistleblower-policy.de) sets out in detail how we handle the complaints procedure and the information we receive about it.

> 7 Risk management: Reporting

- (1) The Management Board is informed regularly, at least twice a year, about compliance with the obligations arising from the Supply Chain Duty of Care Act.
- (2) The implementation of human rights due diligence in our own business activities and in supply and value-adding chains is an ongoing process. We regularly review our approaches and measures with the aim of continuously developing our human rights due diligence processes.



WORKING FOR THE FUTURE

REMONDIS has branches and associated businesses in more than 30 countries and, with a workforce of over 40,000 employees, is one of the world's leading recycling, service and water companies. The group provides services to millions of people as well as to many thousands of companies. The highest levels of quality. Working for the future.

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