

Declaration of Principles on Human Rights and the Environment of the LEHVOSS Group

1. The LEHVOSS Group

Lehmann&Voss&Co. KG and its subsidiaries (LEHVOSS Group) offer a broad portfolio of chemical and mineral specialities for many industries and sectors through the flexible combination of the three procurement channels of distribution, trade, and production. We are a trustworthy partner for our customers with high technological solution competence, personal advice, and individual services. We consistently internationalise our work.

As a chemical company, we want to increase the value of the company without taking risks that could threaten its existence or overlooking social, legal, and ecological aspects.

Our actions are based on the values described in "[Our values, our mission statement](#)". As a family business, we think and plan for the long term. However, our company is willing to change in order to remain successful. Our fixed points are always: mutual respect as well as solid, legally compliant, and socially oriented entrepreneurship.

This declaration illustrates our fundamental commitment to respecting human rights and the environment, which is already expressed in our Code of Conduct and Code of Conduct for Business Partners, as well as through our participation in the Responsible Care Initiative of the German Chemical Industry Association.

2. Scope of application

This policy statement applies to the business activities of the entire LEHVOSS 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 and protect the environment. This also includes that they provide information on how the aforementioned principles are complied with when requested to do so. In this respect, we refer to our Code of Conduct for Business Partners.

3. Principles on human rights and environmental protection

We consider the protection of human rights and the environment as a central element of our corporate responsibility.

We base our commitment to respect human rights on the United Nations Universal Declaration of Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. We are committed to respecting internationally recognised human rights, to respecting them in our business activities and along our value chains. This includes in particular:

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- the prohibition of child and forced labour,
- the prohibition of all forms of slavery and discrimination,
- the strengthening of freedom of association,
- the observance of labour protection,
- the payment of adequate and equal wages,
- the prohibition of pollution,
- the prohibition of forced eviction and the use of security forces if their use entails a risk of disregard for or restriction of human rights.

In addition to the United Nations Universal Declaration of Human Rights and the Declaration of the International Labour Organization (ILO), as a participant in the UN Global Compact we are committed to the Ten Principles of the UN Global Compact and are guided by the:

- UN Guiding Principles on Business and Human Rights
- OECD Guidelines for Multinational Enterprises
- Sustainable Development Goals (SDG) of the UN Agenda 2030

We have had an environmental management system for years. Since 2021, we have had this certified for our production site in Hamburg according to ISO 14001:2015.

Furthermore, we are committed to the:

- Minamata Convention on Mercury,
- Stockholm Convention on Persistent Organic Pollutants (POP Convention), and
- Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal

4. Implementation measures

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 the international standards without conflicting with local laws. Where local laws go beyond international standards, we will comply with them.

To meet our commitment to respect and protect human rights and the environment, we work to implement appropriate due diligence processes to identify and mitigate risks or impacts.

As a company in the chemical sector, we have the opportunity to strengthen the protection of human rights in many ways. However, we are also aware of the potential human rights and environmental risks that may be associated with our business activities.

We strive to analyse, document, and better understand our risks and their concrete connection to our company through structured risk assessments in our own business activities, the supply chain and in relation to our products and services.

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We will incorporate the results of our risk analyses into relevant business processes, especially into our supplier management system. Where risks exist, we implement appropriate preventive measures.

- Supplier selection and evaluation: We take human rights and certain environmental criteria into account when selecting and evaluating our suppliers and implement appropriate control measures.
- Training: We will conduct training in the relevant business areas.
- Health and safety measures for our own employees and visitors to our sites: The health and safety of our employees is our top priority. We work continuously to create a safe and healthy working environment by implementing uniformly high standards at all our sites. Our employees take part in regular training to promote safety-conscious behaviour.
- As part of our product stewardship, we continuously review the safety of our products in relation to health and environmental risks.
- We review our portfolio and look for environmentally friendly alternatives.

In cases where we cause or contribute to actual human rights or environmental violations through our business activities, we are committed to implementing effective remedial actions.

Potential compliance breaches or human rights or environmental violations can be reported through our anonymous [whistleblower channel](#).

5. Responsibility

Compliance with the human rights obligations set out in this Policy Statement is the responsibility of the entire management. Operational implementation of the Statement of Principles is the responsibility of the global business units and central business divisions, central purchasing, and central human resources. The monitoring of the principles, the derivation of risks and the development of process and improvement proposals is carried out according to the dual control principle by a committee that is not subject to directives and is composed of the Legal/Internal Auditing staff unit, the Sustainability staff unit, and reports to the Executive Board as a commissioner.

6. Adaptation of the principles and effect

This policy statement may be adapted due to legal provisions.

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Knüt Breede Dr. Thomas Oehmichen Soenke Thomsen Aage Barfuß