

## Human rights, labour rights, anti-corruption and anti-bribery

This information applies to S+P Samson GmbH ("S+P" in the following). To make the following text easier to read, generic masculine terms are used instead of using both the female and male language forms. All terms relating to persons apply to both genders equally. Gender neutral terms are to be used in all cases.

### 1) Human rights and labour rights

All S+P employees have equal rights. The management of the company ensures that there is no discrimination in any form against any employee and provides for equal opportunities. Any grievances will be investigated and remedied promptly by the management of the company. The management and the works council are also prepared to receive complaints of any type at any time. S+P does not work with any business partners who have been associated with forced labour in any way. Most of our suppliers are well-known companies based in Germany and/or other European countries and are themselves subject to their own strict compliance requirements. S+P also uses local tradesmen and/or service providers wherever possible. S+P therefore ensures that it and its suppliers comply with the core work standards of the ILO.

### 2) Anti-corruption and anti-bribery

Due to its SME structure (90 employees in total), S+P does not have an anti-corruption officer. This task is the responsibility of the entire senior management team (board of directors and heads of department) at S+P who exercise it jointly. Any activities to initiate business that are assumed to be dubious are investigated in advance and eliminated with the help of external resources (banks, auditors, lawyers). There is no rigid policy. Such instances will be considered on a case-by-case basis instead. In the past, this approach has proven to be very successful at S+P.

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Board of Directors



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