

Supplier standard with regard to labor rights and working conditions

Good working conditions and compliance with workers' rights are the cornerstones of our actions and our dealings with our employees. And this must also apply to our suppliers. We therefore require our suppliers to comply with minimum standards in our Code of Conduct, which all our partner companies and suppliers must confirm in writing. We also regularly check compliance with the standards on the basis of accessible information such as ESG reports.

We explicitly demand compliance with the ILO Minimum Age Convention. We condemn any form of forced labor in accordance with the ILO Forced Labor Convention and strictly reject it. In our supplier standard, we demand compliance with the UN Universal Declaration of Human Rights in accordance with Article 20.

We also demand freedom of association for collective bargaining and salary negotiations and for the formation of employee interest groups. We condemn and reject discrimination in any form. In our supplier standard, we demand compliance with the UN Universal Declaration of Human Rights. We therefore demand equal rights regardless of ethnicity, skin color, gender, language, religion, political or other convictions, national or social origin, wealth, birth or other status. Equal treatment of employees is an important value for us, which we also expect from our suppliers. We do not tolerate discrimination in terms of salary, recruitment and promotion.

In accordance with our supplier standards, we do not accept harassment or abusive behavior.

The Luana supplier standard refers to the implementation of a health and safety management system.

We are convinced that our suppliers should pay their employees fairly and compensate them for overtime. We reject wage deductions as a disciplinary measure.

We require compliance with Directive 2003/88/EC. We do not accept any deviations from this directive.

Procedures to ensure compliance with the supplier standard on labour rights and working conditions

To ensure that our suppliers and partner companies meet our standards, we select our partners carefully and meticulously. We therefore work primarily with partner companies from the European domestic market as well as large manufacturing companies that are subject to international ESG conditions. We regularly evaluate the ESG reports of our partner companies and product suppliers such as Trina Solar and re-evaluate our collaboration. In addition, we regularly obtain confirmation of compliance with the German Supply Chain Duty of Care Act. We do not work with suppliers who are unable to confirm their compliance with the Supply Chain Due Diligence Act. To ensure this, purchasing at Luana AG is managed centrally. Only the Management Board and one other employee decide on cooperation and are trained and undergo continuous further training. We are currently planning training courses on this topic at the Chamber of Industry & Commerce (IHK). ■