

## Freedom of association & collective bargaining

### Fundamental human rights

**Freedom of association** is a fundamental human right that guarantees the right of every person to associate freely with others and form associations. At Luana AG, our inclusion reports play a central role, as they ensure that **diversity** is anchored not only in the composition of our workforce, but also in our corporate culture. These reports help us to identify systemic inequalities at an early stage and develop targeted measures to ensure full and equal participation of all employees. Our aim is to create a **working environment** that is **open to all** and in which every person can thrive **regardless of origin, gender or other personal characteristics**.

In the reporting period (1.1.2023 – 31.12.2023), we were **not** aware of **any incidents of business activities that could have endangered civil liberties or collective rights**. As a matter of principle, we do not engage in any business activities with contractual partners that could jeopardize civil liberties or collective rights. **We monitor this as part of our internal control systems with negative and positive lists.**

Our “Culture & Values” competence team, known as the “**CultureClub team**”, is **permanently available** to all employees via our trusted advisor for questions and problems relating to or in the event of disregard for rights or our corporate values: sustainability, community, appreciation and integrity. An introduction to the topic is given to all new employees on their first day at work. Our employees can reach the team at [culture@luana-group.com](mailto:culture@luana-group.com) this [link](#) (link leads to the contact form) and on the telephone number: 040 2576747-48. All discussions are treated with the utmost confidentiality. ■

Our CultureClub

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Our person of trust

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