

Human rights and due diligence related to human rights

Policy statement

Chemofast Anchoring GmbH

SCOPE

Chemofast Anchoring GmbH pledges to comply with and implement the policy statement at all its operating facilities within Germany, all the shops, and with all the business relationships of Chemofast Anchoring GmbH. It is the responsibility of each and every employee of Chemofast Anchoring GmbH to implement the commitment of Chemofast Anchoring GmbH to human rights in their day-to-day work and sphere of influence. The overall responsibility for due diligence related to human rights lies with the management of Chemofast Anchoring GmbH. The purchasing department headed by the human rights officer Andrea Gude is tasked with implementing due diligence related to human rights.

OUR RESPONSIBILITY

Out of a sense of responsibility for sustainability and human rights, Würth - Group joined the United Nations Global Compact, the world's largest and most important initiative for responsible corporate governance. In addition, Chemofast Anchoring GmbH complies with the guidelines and standards of the Universal Declaration of Human Rights, the principles of internationally recognized standards on responsible corporate governance, and the Rio Declaration on Environment and Development. With this commitment, we want to apply our values to the supply chain and contribute to more sustainable business practices.

Risk management

Chemofast Anchoring GmbH carries out systemic risk assessments for the materials, products, and processes they use in order to fulfill the requirements for due diligence related to human rights. The human rights-related risk analysis of the supply chain takes into account the risks of the sourcing countries, and industries. In addition, the risk analysis considers the influences that the business model and purchasing practice of Chemofast Anchoring GmbH have on its suppliers. Information from external sources and experiences from corresponding internal company areas such as auditing and procurement are included in the risk classification. Our risks are primarily found in the upstream value chain. The results of the risk analysis serve as the basis for selecting and evaluating future suppliers. In the latest risk analysis, the topics of anti-corruption, environmental protection, human and labor rights, occupational safety, responsibility along the supply chain, and conflict minerals were identified as particularly relevant for Chemofast Anchoring GmbH.

In the business units

At Chemofast Anchoring GmbH, all of the employees are trained on compliance issues. The training also includes the topic of human rights and compliance with it. In addition, target-group-specific training seminars are held to communicate the content of the non-discrimination policy and the Supplier Code of Conduct of Chemofast Anchoring GmbH, as well as the principles of a sustainable supply chain. In the Sustainability Management qualification program of Akademie Würth, we address the widespread strategies for implementing sustainability in the company and our supply chains.

In the value chain

All of the business partners and suppliers of Chemofast Anchoring GmbH and their direct and indirect partners commit to respecting, complying with, promoting and acting in accordance with the principles laid down. If a company qualifies as a supplier for Chemofast Anchoring GmbH, they commit to complying with Chemofast Anchoring GmbH's [Code of Compliance](#) and [Supplier Code of Conduct](#) within the scope of their supplier agreements. As a result, suppliers are also obliged to comply with ethical business practices, human rights, and environmental standards. In terms of content, the requirements of the Supplier Code of Conduct are based on the ten principles of the UN Global Compact, which can be derived from the Universal Declaration of Human Rights, the core labor standards of the International Labour Organization (ILO) and the Rio Declaration on Environment and Development.

With regard to environmental and social aspects, there are defined exclusion criteria for human rights, which can be summarized as follows:

- Child labor, forced labor and non-compliance with working time guidelines
- Business practices that pollute the environment (e.g., waste water discharge)
- Product-related environmental damage (e.g., hazardous product ingredients)
- Lack of a quality management system
- Gross violations of occupational health and safety

If any of these criteria apply to a supplier, they are asked—depending on the severity of the violation—to take corrective measures by a specified time, and then the successful implementation of those measures is verified. If no improvements have been made, this can be cause to terminate the supplier relationship. However, our preference is for the general conditions in the factories of our suppliers to improve instead of just changing suppliers.

Chemofast Anchoring GmbH offers internal and external persons the possibility to report complaints and indications of human rights violations via the email address given below.

Chemofast Anchoring GmbH

Contact: andrea.gude@chemofast.de

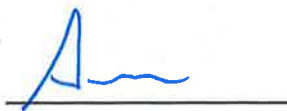
A CONTINUOUS PROCESS

Chemofast Anchoring GmbH will regularly review its position, including the implementation of its strategy, critically and continuously develop it further. The policy statement is reviewed annually and on a case-by-case basis (together with the Supplier Code of Conduct) and, if necessary, revised with findings from the risk analysis. In our annual report, we inform all of the stakeholders about the further development of our strategy to prevent human rights violations in our supply chains.

For more information on human rights, please refer to the Würth Group's sustainability report.



Roger Wintzen



Arie den Boer