

EVVA HUMAN RIGHTS POLICY

For EVVA as an internationally operating, value-oriented family business, respect for human rights is an indispensable part of corporate responsibility. We have been aware of our responsibility for generations and respect the opinions of others and their personal dignity, privacy and personal rights.

At EVVA, we do not tolerate discrimination or harassment of any kind, e.g. based on nationality, culture, religion, skin color, gender, sexual or political orientation, age or disability.

Human rights and employees

Our employees come first in everything we do and we take our social responsibility towards them seriously. We respect all applicable social and ethical obligations and are guided by the principles of the Universal Declaration of Human Rights (UDHR; www.un.org/en/documents/udhr), the [United Nations Global Compact](#), the [OECD Guidelines for Multinational Enterprises](#) and the [Declaration on Fundamental Principles and Rights at Work](#) of the International Labor Organization (ILO).

These include:

- Freedom of association and the right to collective bargaining
- Elimination of forced labor
- Abolition of child labor
- Prohibition of discrimination in respect of employment and occupation
- Occupational health and safety

Human rights and business partners

At EVVA, we are also committed to acting responsibly in accordance with ethical and legal standards outside of our direct sphere of influence. We require our business partners to comply with health and safety standards as well as basic employee rights with regard to working hours, pay, freedom of association and collective bargaining.

Uniform standards of conduct for employees worldwide

The EVVA Code of Conduct (CoC) for employees is an expression of our ethical and moral principles.

It contains binding principles for daily cooperation with employees, suppliers, partners and customers. It obliges all managers and employees worldwide to comply with our rules and act in accordance with our values. The CoC has been rolled out internationally in all subsidiaries.

In addition, EVVA has developed guidelines for the occupational health and safety of our employees and other guidelines on our approach to human rights and environmental protection. These include

- EVVA Code of Conduct for Business Partners
- EVVA Compliance Line Manual
- EVVA Diversity Policy
- EVVA Data Protection Policy
- EVVA Data Protection Guideline
- EVVA Occupational Safety Rules of Conduct and Instructions
- EVVA Sustainability Report

Scope of application

This Human Rights Policy applies to all companies, managers, employees and business partners of the EVVA Group.

Thank you for your binding compliance!