



KURZ Declaration of Principles on Human Rights

The protection of human rights is a central element of our corporate responsibility. Social responsibility and business conduct oriented to high ethical standards have always been the guiding principles for all important decisions taken by the KURZ Group. We base our commitment to respect human rights on the United Nations Universal Declaration of Human Rights and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. We are committed to respecting internationally recognized human rights, to respecting them in our business activities and along our value-added chains. This includes, in particular, the prohibition of child and forced labor, the prohibition of all forms of slavery and discrimination, and the strengthening of freedom of association.

We are also committed to the observance of occupational health and safety, the payment of adequate wages, as well as the prohibition of environmental pollution, forced eviction and the use of security forces if their deployment entails the risk of human rights being disregarded or restricted.

We are a signatory to the United Nations Global Compact. Our commitment to human rights is based on the United Nations Guiding Principles on Business and Human Rights (UN Guiding Principles) and the OECD Guidelines for Multinational Enterprises.

This declaration illustrates our fundamental commitment to respecting human rights, which is already reflected in our KURZ Code of Business Conduct.

The principles set forth herein apply to our own business activities and to all employees* of LEONHARD KURZ Stiftung & Co. KG and its affiliated companies (“KURZ Group”).

In addition, we also expect our suppliers and other business partners to commit to compliance with the principles set out here and to implement appropriate processes to respect human rights. This also includes that they provide information on how the principles mentioned are complied with when requested to do so.

We always comply with applicable national law. In cases where international human rights are restricted by local laws, we strive to promote the principles behind the international standards without conflicting with local laws. Where local laws exceed international standards, we will comply with them.

As a company in the chemical and pharmaceutical sector, we have the opportunity to strengthen the protection of human rights in a variety of ways. However, we are also aware of the potential human rights risks that may be associated with our business activities.

As part of our regular risk analysis, which we conduct for our own business areas, our supply chain, and our services and products, we identify topics and risks that we consider to be priorities based on their potential severity and our ability to influence them. These include the type and sectors of raw materials or products purchased in the supply chain, as well as their country of origin:

- Supplier selection and evaluation: We take human rights and selected/specified environmental criteria into account when selecting and evaluating our suppliers and implement appropriate control measures.
- Training: We will conduct training in the relevant business areas and at our suppliers.
- Measures for the health and safety of our own employees: The health and safety of our employees is our top priority. By implementing uniformly high standards at all our sites, we work continuously to create a safe and health-promoting working environment. Our employees take part in regular training to promote safety-conscious behavior.
- Product safety measures: As part of our product stewardship program, we continuously review the safety of our products in terms of health and environmental risks.

In case we cause or contribute to actual human rights violations through our business activities, we are committed to implementing effective remedial actions.

We also actively seek restitution for any negative impacts we have caused or contributed to.

Possible compliance violations or human rights abuses can be reported via the Compliance Officer or the Human Rights Officer. We are working to further develop our grievance mechanisms and improve accessibility to internal and external stakeholders.

Responsibility for compliance with the human rights obligation set out here lies with the management. The Human Rights Officer is responsible for the operational implementation of our human rights strategy.

*For reasons of better readability, the language forms male, female and diverse (m/f/d) are not used simultaneously. All references to persons apply equally to all genders.

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