

STRÖER



Policy Statement

on the Respect of Human Rights

Policy Statement on the Respect of Human Rights

Acting responsible, sustainably, in a legally compliant way and with integrity is one of our core values, and is firmly embedded in our STRÖER corporate strategy.

As the Executive Board of a media organisation with over 100 subsidiaries, we bear a great responsibility both for our workforce of around 10,000 people, as well as for our companies. We are conscious of this social and ecological responsibility, and set high standards with regard to recognising and respecting human rights, both in our own business processes and in our supply and value chain.

We can only be successful in business in the long term if the impact of our business activities is in harmony with people and the environment. In this policy statement, we therefore commit to strengthening human rights and preventing human rights abuses. This commitment applies to our own business activities as well as to our supply and value chains.

This policy statement on the respect of human rights supplements both our Code of Conduct and our Code of Conduct for our suppliers and business partners. The Code of Conduct forms the basis and benchmark for all the guidelines and internal regulations that ensure impeccably responsible and ethical conduct within the Group.

Ströer aligns its business activities with the following internationally applicable standards and guidelines as well as internal requirements:

- United Nations Universal Declaration of Human Rights (UN)
- United Nations Guiding Principles on Business and Human Rights (UNGPR)
- Core labour standards of the International Labour Organisation (ILO) on labour and social standards
- Principles of the United Nations Global Compact (UNGC)
- UN Convention on the Rights of the Child
- UN Convention on the Elimination of all Forms of Discrimination Against Women
- Code of Conduct
- Code of Conduct for Suppliers and Business Partners
- Diversity and Inclusion Statement
- Occupational Health and Safety Policy
- Group Privacy Policy

Our primary goal is to avoid violations of human rights. Our responsibility centres on the issues and areas of action where we can exert our influence as a business enterprise. This is also why we assess a large number of sustainability topics in our annual materiality analysis for the STRÖER Group, and consider their relevance for Ströer and for our stakeholders.

Human rights-related topics are a given, and are thus systematically incorporated into our sustainability management and the associated planning of our non-financial reporting. We already address human rights-related topics in more detail in our annual sustainability report.

This policy serves to explain how we, as a group, support human rights, and implement the core labour standards in our business activity. It applies globally for all businesses within the STRÖER Group, and for all business units. Respecting human rights is a key element in attaining the Sustainable Development Goals of the United Nations. We are aware that the implementation of human rights due diligence in our own business activities as well as in supply and value chains is an ongoing process. We accept this challenge, and regularly review our strategic approaches and measures with the aim of continuous improvement. We provide regular and transparent information on implementation and strategic developments through the publication of our sustainability reports.

As the Executive Board, we are responsible for the implementation of, and compliance with, this policy statement. Operational implementation and monitoring in the individual companies is the responsibility of the managing directors, as well as the Governance, Risk & Compliance, and Central Purchasing departments.

This Policy Statement on the Respect of Human Rights was adopted by the Group Executive Board on 13.06.2022.

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Should you have any questions concerning this Policy Statement on the Respect of Human Rights, please contact:

<http://compliance.stroeer.de/>