

Statement of Principles on Respect for Human Rights by J.W. Ostendorf GmbH & Co. KG

For us, J.W. Ostendorf GmbH & Co. KG (hereinafter referred to as JWO), respect for human rights and the protection of the environment are fundamental components of responsible corporate governance.

For us, sustainable business practices that uphold human rights are fundamental to creating a better, more prosperous future for all.

As a paint manufacturing company, we aim to offer only products that are produced without human rights violations and without risks to our environment.

As part of our strategy, we have therefore defined numerous effective measures to reduce our CO₂ emissions, eliminate hazardous raw materials, and drastically cut waste – for a liveable environment.

We expect all employees, cooperation and business partners, as well as suppliers, to pursue these goals in their actions, respect and uphold human rights and environmental concerns, and jointly assume social and ecological responsibility to ensure sustainable business practices.

We firmly believe that long-term success depends on fulfilling our corporate responsibility to uphold human rights and mitigate environmental risks, both locally and across the entire supply and value chain.

Our Commitment to Protecting Human Rights and the Environment

With this statement of principles, we make a binding commitment to respect human rights and protect the environment.

To fulfil this responsibility both within our own business operations and along the supply chain, we align our corporate actions in particular with the following internationally recognised standards and guidelines:

- The Universal Declaration of Human Rights of the United Nations (UN)
- The UN Guiding Principles on Business and Human Rights (UNGPR)
- The conventions and recommendations of the International Labour Organization (ILO) on labour and social standards
- The principles of the United Nations Global Compact (UNGC)
- The UN Convention on the Rights of the Child

The principles and rights outlined in these documents are embedded in our Code of Conduct and reinforced by this Statement of Principles. We are committed to preventing and, as far as possible, avoiding negative impacts on human rights and environmental concerns within our business activities. Together with our suppliers and business partners, we aim to minimise human rights and environmental risks through responsible action and to establish stable and long-term business relationships.

Our employees are expected to follow our Code of Conduct and this statement of principles in carrying out their duties and to comply with them.

We also expect our business partners and suppliers to join us in upholding high ethical standards and human rights, to act responsibly within their own business operations, and to ensure compliance with these standards in relation to their own suppliers. This includes making reasonable efforts to avoid or at least reduce negative environmental impacts and other environmental risks as far as possible.

Our Approach to Human Rights and Environmental Risks

Compliance Risk Analysis and Management

We have clearly stated our expectation to exercise great care in selecting our partners and suppliers, placing particular emphasis on ensuring that they adhere to the principles of our Code of Conduct. In doing so, we contribute from the outset to avoiding any complicity in human rights violations.

Beyond these points, we conduct regular risk analyses:

As part of the Compliance Risk Assessment (CRA) process, we continuously address the legal risks associated with our business activities. Based on workshops involving management and leadership teams, we analyse our risk situation.

The process consists of three phases:

Phase 1: The “abstract” risk situation is assessed. This means evaluating which legal risks are generally associated with our business activities.

Phase 2: The existing control environment is analysed and reviewed to determine which measures have already been implemented to mitigate or reduce risks.

Phase 3: Where necessary, additional measures are defined to further reduce risks.

As part of the CRA process, we continuously review where particular risks to human rights and the environment exist within our own operations and across our supply chains.

For example, we have specifically assessed suppliers based outside the European Union, as we assume a (generally) higher risk in these cases. We have also reviewed suppliers based on their industry affiliation and corresponding risk classification.

Within the framework of the LkSG risk analysis, we weight and prioritise risks by comparing the typical severity and irreversibility of a potential rights violation with its likelihood of occurrence. We also consider our own potential contribution to the risk and the degree of influence we can exert, enabling us to prioritise and take targeted action where risks are most likely to materialise.

Additionally, we review the impact of our actions on human rights and the environment in cooperation with external service providers and specialist consultants.

The results of these risk analyses are continuously integrated into our corporate decision-making processes.

In addition to regular risk assessments, ad hoc analyses are carried out whenever there is substantiated knowledge of violations.

Preventive and Remedial Measures

The comprehensive risk analysis is complemented by a wide range of additional preventive measures:

- We provide regular training for our employees.
- We set out specific requirements for our business partners, suppliers, and service providers in our contractual terms to ensure compliance with the provisions contained in this statement of principles.
- We actively participate in industry initiatives. Our goal is to involve as many stakeholders as possible along the value chain and jointly develop approaches for lasting positive developments.
- We have implemented internal processes and responsibilities that govern the monitoring of compliance with due diligence obligations, as well as procedures for detecting violations and taking necessary actions.

If we identify that JWO or our direct or indirect suppliers have violated human rights and/or related environmental rights, or if such a violation is imminent, we immediately initiate remedial measures to prevent, stop, or minimise the violation.

As a matter of principle:

Violations of human rights and environmental standards are not tolerated and will be consistently addressed. Such violations may result in legal consequences, including termination of employment or business relationships.

Complaint Mechanism

If potential human rights or environmental risks are identified within our company or along the supply chain, or if violations have already occurred, our complaints office is available to all (employees, cooperation and business partners, suppliers, customers, and other third parties) in accordance with § 8

Lieferkettensorgfaltspflichtengesetz ("LkSG") (and simultaneously as the outsourced internal reporting office pursuant to § 14 (1) Hinweisgeberschutzgesetz). We comply with the requirements of the LkSG on a voluntary basis, without acknowledging any legal obligation.

All reports are, of course, treated confidentially and may also be submitted anonymously.

Further details on the complaints procedure are set out in the "Process Description/ Guideline for Handling Incoming Complaints under the LkSG".

You can reach the complaints office/ internal reporting office using the following contact details:

Compliance Officer Services Legal

Lawyer Stephan Rheinwald

Telemannstraße 22

53173 Bonn

Germany

Phone: +49228 / 35036291

E-Mail: s.rheinwald@cos-legal.eu

Documentation

The implementation and fulfilment of due diligence obligations are continuously documented as part of the CRA process. We record all available information on identified risks as well as the preventive and remedial measures taken.

Outlook

JWO is aware that implementing human rights and environmental due diligence obligations within our own operations and across the supply chain is an ongoing process. We therefore commit to continuously reviewing and further developing our measures and regularly assessing their effectiveness, both routinely and on an ad hoc basis.



Jan Ostendorf



Jens Ostendorf



Phillip Wagner