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STATEMENT OF PRINCIPLES

RAMPF Advanced Polymers GmbH & Co. KG
Robert-Bosch-Straße 8-10
72661 Grafenberg, Germany

Our daily activities and interactions within the company and with our business partners are based on our values:

fair, future oriented, passionate.

We consider the protection of human rights to be a central element of our corporate responsibility. Our commitment to respecting human rights is based 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 and to observing them in our business activities and along our value chains. This includes, in particular, the prohibition of child labor and forced labor, the prohibition of all forms of slavery and discrimination, and the strengthening of freedom of association. We are also committed to complying with occupational health and safety regulations, paying fair wages, and prohibiting environmental pollution, forced evictions, and the use of security forces when their deployment poses a risk of human rights violations or restrictions. In addition, we adhere to the UN Guiding Principles on Business and Human Rights. We are committed to the Minamata, POPs, and Basel Conventions, as well as the requirements of the REACH Regulation and RoHS Directive.

This statement clarifies our commitment to respecting human rights, which is already reflected in other company guidelines. These include the RAMPF Group Code of Conduct, available at [Terms and Conditions | RAMPF Group](#).

The principles set out here apply to our own business activities and all employees of RAMPF Advanced Polymers GmbH & Co. KG. In addition, we also expect our suppliers and other business partners to commit to complying with the principles set out here and to implement appropriate processes for respecting human rights. This also includes providing information on how the aforementioned principles are being complied with upon request.

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 international standards without conflicting with local laws. If local laws go beyond international standards, we will comply with them.

To fulfill our commitment to respect human rights, we are working to implement appropriate due diligence processes to identify and mitigate risks or impacts. We will adapt our policy statement over time as necessary.

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

As part of our regular materiality analysis, which we conduct for our own business areas, our supply chain, and our services and products, we identify issues and risks that we consider to be priorities due to their potential severity and our ability to influence them. In addition, we regularly rate our sustainability management in order to analyze, document, and better understand our risks and their specific connection to our company in a step-by-step and regular manner using structured risk assessments in our own business activities, the supply chain, and in relation to our products and services.

We incorporate the results of our risk analyses into relevant business processes both in our own business area and at our direct suppliers, in particular in our supplier management system. Where risks exist, we implement appropriate preventive measures. Relevant documents in this context are the work regulations, social regulations, sustainability management guidelines, code of conduct for suppliers, and individual internal approval documents. In cases where these measures are insufficient and our business activities cause or contribute to an actual violation of human rights or environmental protection, we commit ourselves

to implementing effective remedial measures by immediately ending the violation or establishing a minimization concept and a follow-up concept. Detailed information on this can be found in our risk management concept. In addition, annual internal reporting takes place.

Potential compliance violations or human rights violations can be reported via the RAMPF whistleblower system (compliance.rampf-group.com). We are working to further develop our complaint mechanisms and improve accessibility for internal and external stakeholders.

The responsibility for compliance with and implementation of the human rights obligations set out here lies with the Human Rights Officer. She is supported in this by the specialist departments, in particular those in the areas of Quality, Environment and Safety, Purchasing, and Human Resources and Legal.

This policy statement is available online to all employees and direct suppliers of RAD.

This policy statement will come into force for the first time upon its adoption by the management of RAMPF Advanced Polymers GmbH & Co. KG on September 1, 2025. It thus supplements the existing standards and guidelines on human rights and environmental obligations.

This policy statement will be reviewed regularly and amended as necessary.

Grafenberg, September 1, 2025

Peter Barwitzki

Managing Director of RAMPF Advanced Polymers GmbH & Co. KG