

**PRINCIPAL STATEMENT ON RESPECT FOR HUMAN RIGHTS
(DUE DILIGENCE LAWS IN THE EU AND DE)****(18.09.2024)****V3.0****1. Introduction**

Arichemie GmbH is committed to creating value for its stakeholders. In doing so, we focus on openness, trust and respect for all employees, business partners, shareholders and stakeholders - and is committed to doing so in a socially responsible and environmentally sound manner. The legal framework consists of the German Supply Chain Due Diligence Act (LkSG, Federal Law Gazette Volume 2021 Part I No. 46) and the European Corporate Sustainability Due Diligence Directive (CSDDD (EU) 2024/1760). These apply from a certain company size with different transition periods. Arichemie GmbH is below this size. Nevertheless, as an indirectly affected party, Arichemie GmbH will not only ensure a legally compliant supply chain, but will also place greater emphasis on sustainability in its procurement in the future. Arichemie expects all of its suppliers to adhere to comparable standards and to conduct their business in accordance with ethical principles.

2. Description of expectations of employees, suppliers and other business partners

We consider the protection of human rights to be a central element of our corporate responsibility. We base our commitment to respect human rights on the following standards and guidelines:

- United Nations (UN) Universal Declaration of Human Rights
- The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.
- The guidelines of the Organisation for Economic Co-operation and Development (OECD)
- UN Guiding Principles on Business and Human Rights (Sustainable Development Goals – SDGs)

This includes in particular the prohibition of child and forced labour, the prohibition of all forms of slavery and discrimination, and the strengthening of freedom of association. 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 go beyond international standards, we will comply with them.

Arichemie GmbH stands for a responsible approach to the environment by avoiding the use of pigments based on heavy metals or persistent substances. We are committed to the Minamata-Convention (EC-2017/852), the POPs Regulation (EC-2019/852, based on the Stockholm Convention) and the Basel Convention (EC-1013/2006).

To ensure that we voluntarily do more than is required by laws and regulations, we are participants in the "Responsible Care" initiative of the Chemical Industry Association ([VCI](#)).

The principles set out here apply to our own business activities and to all Arichemie employees and are defined and trained by means of the Code of Conduct-INTERNAL.

We offer our customers audits on site or by means of meetings.

We expect our suppliers and other business partners to commit to complying with the principles set out here and to implement appropriate processes to respect human rights. This also includes them providing information on how the aforementioned principles are complied with upon request. Details are defined via our 'Code of Conduct for Supplier'. Suppliers are evaluated using a supplier questionnaire. The risk analysis is based on the results and the respective industries and locations.

3. Description of the process by which the company complies with its corporate due diligence obligations

To live up to our commitment to respect human rights, we work to implement appropriate due diligence processes to identify and mitigate risks or impacts. We will adapt our policy statement accordingly over time. We will incorporate the results of our risk analyses into relevant business processes, in particular our supplier management system. Where risks exist, we will implement appropriate preventive measures.

The health and safety of our employees is our top priority. By implementing uniformly high standards at our site, we are continuously working to create a safe and healthy working environment. Our employees take part in regular training to promote safety-conscious behaviour.

As part of our product stewardship programme, we continuously review the safety of our products in terms of health and environmental risks.

A Whistle-blower reporting centre, which also allows anonymous submissions, has been set up on the homepage to record breaches of the Code of Conduct or to report further information.

A governance structure that allocates responsibilities for the operational implementation of our human rights strategy is currently being established. We will update our policy statement accordingly.

The implementation and development of our due diligence obligations is documented internally on an ongoing basis and presented transparently in our sustainability report.

4. Description of the priority human rights and environmental risks for the company identified on the basis of the risk analysis

As a company in the chemical sector with a focus on b2b-products for the paint and coatings, 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 can accompany our business activities.

We strive to progressively and regularly analyse, document and better understand our risks and their concrete connection to our company through structured risk assessments in our own business activities, the supply chain and in relation to our products and services.



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