

## **Commitment to respect for human rights**

KNOLL Maschinenbau GmbH is committed to the sustainable and responsible execution of all business activities in the interests of the company, its employees, its business partners and the public. As a global family-run company, the protection and reinforcement of human rights and environment protection form the core of KNOLL Maschinenbau GmbH's entrepreneurial activities. Only with a consistent concept can such infringements be identified, prevented and minimised. The commitment to respecting human rights and protecting the environment ranges from internal company activities to the activities of national and international suppliers and the upstream supply and value chains.

KNOLL Maschinenbau GmbH recognises its corporate responsibility for respecting human rights and protecting the environment and undertakes to respect these not only in its own business area, but also in the global supply and value chains and to improve them within the limits of its possibilities. It is a central task to provide those affected by human rights violations with access to the necessary remedies and to act as a direct point of contact. All corporate activities and the implementation of due diligence obligations are based on the internationally recognised Guiding Principles on Business and Human Rights and thus implement the requirements of the action plan.

### **Expectations in dealing with human rights and environmental risks**

KNOLL Maschinenbau GmbH is aware that the business activities in its own business area and the business relationships in the global supply and value chains can pose human rights and environmental protection risks for different groups of people. In connection with the legal requirements of the Supply Chain Due Diligence Act, but also through respect for internationally recognised human rights, KNOLL Maschinenbau GmbH focuses on the following human rights principles, which were identified as essential in the risk analysis and compliance with which has top priority.

KNOLL Maschinenbau GmbH:

- Rejects all forms of child labour
- Rejects all forms of forced labour and slavery
- Requires the highest level of occupational safety and health protection
- Undertakes to accept the right of employees to form and join trade unions, to bargain collectively and to exercise the right to strike
- Rejects all forms of discrimination and unequal treatment
- Undertakes to pay appropriate wages
- Does not violate legitimate property rights and does not undertake to seize land, forests or waters whose utilisation is important for the livelihood of people
- Rejects the hiring of security forces if this exposes people to inhuman and degrading treatment or impairs their freedom of association
- Rejects all forms of bribery, corruption, extortion and embezzlement

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