

## Information about the Supply Chain Due Diligence Act (SCDDA)

This information letter is to be viewed as a supplement to the Code of Compliance of EFEN GmbH and is intended to document the measures to comply with the SCDDA. The law is intended to implement the UN Guiding Principles on Business and Human Rights in a binding manner.

The SCDDA controls the economic activities of companies by imposing human rights and due diligence obligations on them that they must observe within their supply chains. Environmental violations are also relevant if they cause human rights violations, such as pollution of groundwater, pastures or arable land.

When selecting our suppliers, it is particularly important to consider human rights-related and environmental-related expectations (Section 6 Para. 4 No. 1 SCDDA) as well as the contractual assurance of a direct supplier that they comply with the human rights-related and environmental-related expectations required by EFEN and appropriately address them along the supply chain (Section 6 Paragraph 4 No. 2 SCDDA).

EFEN GmbH hereby assures that the following principles and regulations are adhered to in our company, subsidiaries and branches:

- Prohibition of child labor
- Prohibition of slavery, serfdom, forced labor
- Respect for appropriate remuneration
- Respect for occupational health and safety
- Respect prohibitions of discrimination
- Respect for freedom of association and assembly
- Prohibition of unequal treatment, for example based on ethnic origin, disability, sexual orientation or religion
- Respect anti-corruption and anti-bribery laws
  
- Prohibition of unlawful forced evictions and the prohibition of unlawful deprivation of land, forests and waters
- Respect environmental regulations
- Respect the Minamata Agreement: handling and disposal of mercury
- Respect the Basel Convention: Control of cross-border shipments of hazardous waste and its disposal
- Respect the Stockholm Convention: Protecting human health and the environment from persistent organic chemicals

- Prohibition of contamination of soil, water and air
- Respect building law and fire protection regulations

If you have any questions, please contact our supply chain due diligence officer **Ms. Katja Quitter (katja.quitter@efen.com)**. Report human rights violations within the framework of the Supply Chain Due Diligence Act at [compliance@efen.com](mailto:compliance@efen.com) or as an anonymous case submission on the whistleblower system: <https://efen.integrityline.com/>

According to current legal regulations, EFEN GmbH is considered an indirectly affected company because it does not fall directly under the SCDDA.

We conduct our business activities in accordance with the SCDDA and its regulations. Respecting human rights is in the long-term interest of the company and is the basis for sustainable corporate development. Management will pursue a "zero tolerance policy" with regard to any violations of human rights.

Uebigau, November 27, 2023



Thomas Münch  
CEO



Ekkehard Kohl  
CEO