

Declaration of Principles (LkSG)

As a globally operating company, it is a matter of course for us to act responsibly towards human rights and the environment with the same basic principles on the market worldwide. The Group's management teams are therefore responsible for implementing these values. This ensures that human rights and environmental concerns are implemented in every area of the group of companies and along the supply chain.

We also see it as our duty to continuously optimize our measures for sustainable action.

For this purpose, we use our risk management system and analyze human rights and environmental processes and their risks. If we identify violations of these values, we take appropriate measures to counteract them.

The risk analysis is carried out as an ongoing process during the financial year, monitored by the Human Rights Officer and evaluated annually by the Group's management teams. Our complaints system¹ can be used by both external parties and employees to draw attention to risks, in particular of a human rights and environmental nature.

The values that govern the global group of companies are based on national and international standards and are also reflected in our Business Code².

¹ <https://www.hydac.com/en/legal-policies/>

² <https://www.hydac.com/en/about-hydac/>