



# POLICY STATEMENT ON HUMAN RIGHTS



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# PREAMBLE



(from left to right: J. Kampmeyer, A. Knauf, Dr. U. Knotzer)

The Knauf Group is one of the world's leading manufacturers of construction materials for interior design, building insulation, and design ceilings. Knauf plants across the globe produce state-of-the-art drywall systems, plasters, insulation materials and external thermal insulation composite systems. Moreover, paints, flowing screeds, flooring systems and machines and tools for the application of these products. We are represented in over 90 countries and operate more than 300 plants on all five continents. There are around 40,000 employees worldwide.

Alexander Knauf



The Knauf Group is guided by its values **Menschlichkeit, Commitment, Partnership and Entrepreneurship**. These values express the major role of human rights for the entire Knauf Group and reflect their significance for all Knauf business actions. The Knauf Group lives corporate social responsibilities by respecting and promoting human- as well as environmental rights in all its business activities around the world.

Jörg Kampmeyer



This Policy Statement clarifies the Knauf Group's position on human rights and determines the principles of the human rights strategy. The expectations set forth herein relate not only to Knauf employees, but also to the Knauf Group's suppliers along the supply chain. This Policy Statement complements the Knauf Code of Conduct, which serves as the basis for all social and ethical business standards of the Knauf Group.

Dr. Uwe Knotzer



# OUR COMMITMENT

We take our responsibility towards society and nature serious. Our goal is sustainable economic success. We are convinced that this success can only be achieved with an interaction of social, ethical, and environmental aspects. For this reason, we orient all corporate actions towards avoiding injury to people and the environment.

These principles of actions are reflected within numerous Knauf Policies, as for example:

- ✓ Knauf Code of Conduct
- ✓ Knauf Supplier Code of Conduct

We realize the importance of human- and environmental rights for a future-oriented company. It is important to preserve an intact ecological, social, and economic arrangement. This is our incentive, because acting sustainably today means doing business in a way that is fit for the future.

We base our business actions on the following international standards:

- ✓ UN Universal Declaration of Human Rights
- ✓ UN Guiding Principles on Business and Human Rights
- ✓ ILO Declaration on fundamental Principles and Rights at Work

We respect human rights and support their realization in relation to topics and fields of action in which the Knauf Group is active and can exert influence.

We comply with national law in all countries, where we operate. If national law restricts human rights, we strive to give human rights the greatest possible validity under the given legal framework.



# SCOPE

The principles and objectives set out in this Policy Statement apply to all Knauf Group locations and to the business areas in which the Knauf Group operates and is involved through its business relationships.

The Policy Statement is binding for all our employees. In addition, we expect all our **suppliers and business partners** to act in harmony with the standards set herein without compromises.



# HUMAN RIGHTS – PRINCIPLES

We are committed to international human rights and respect them along our value chain. Based on our business activities, we have identified the following topics that are potentially relevant along our supply chain:

1

## Prohibition on children and forced labour

Child labour or forced labour is not tolerated. Any employment of children who are still subject to compulsory education under the law of the place of employment is prohibited. Furthermore, children younger than 15 years of age are not employed in any Knauf Company. We advocate the protection of children's physical and mental development and are convinced that neither children's education nor their health should suffer because of gainful employment.

We also clearly oppose all forms of forced labour such as human trafficking or similar labour. The same applies to all forms of domination in the work environment such as slavery or serfdom.

2

## Occupational safety, working hours and wages

We know that our employees are the cornerstone of all Knauf Group Companies.

For this reason, we recognise the great importance to compliance with safety standards and take appropriate protective measures to counteract occupational accidents. The goal is to eliminate work-related health hazards. To this end, all employees are regularly trained about occupational safety.

Furthermore, all employees are entitled to sufficient rest breaks and recreational leave. We comply with applicable national working time laws.

Our wage payments comply with the national minimum wage. All employees receive their wages reliably and on time.

3

## Freedom of association and collective bargaining

We respect the right of all our employees to join employee representative bodies and trade unions and to bargain collectively.

We work closely with the employee representatives to achieve the best possible results for the Knauf Group. We recognize the value that cooperation based on trust and mutual respect brings to all Knauf Companies and its employees. No employee is disadvantaged or favored because of his or her affiliation with an employee representative body.

# HUMAN RIGHTS – PRINCIPLES

## 4 Anti-Discrimination

We clearly stand for our values Menschlichkeit, Commitment, Partnership and Entrepreneurship. Discrimination against individuals or groups of people is not compatible with these values. This includes discrimination based on national and ethnic origin, social origin, physical or mental disability, sexual orientation, age, gender, political opinion, religion or belief or health status. Hiring and promotions are based solely on qualifications, performance, and experience. We are committed to the individuality and diversity of our employees. We believe in benefiting and growing as a company due to the individual asset and abilities.

## 5 Environment

We face up to our responsibility for sustainable, resource-saving construction, modernization, and renovation. To meet this requirement, constant innovation and further development are essential. That is why we continuously invest in sustainable production technologies, new logistics concepts and innovative system solutions that make building more economical and sustainable.

## 6 Data Protection

We place the highest value on the protection of personal data. That is why we respect the individual's privacy. We want all individuals (e.g., customers, applicants, suppliers) to be able to trust us about data protection just as much as about construction. We always treat personal data of employees, customers, or other persons, who provide personal data, confidentially. All Knauf Group employees strictly adhere to data protection standards. To ensure this, we regularly train employees about data protection. In addition, we have established internal data protection regulations in our business processes. A data privacy organization is established on local, regional and group level. We are committed to the lawful use of data.

Every year, we invest in environmental protection. This includes, on the one hand, the renaturation or recultivation of disused stone pits and, on the other hand, environmental education by our graduate geologists in the context of excursions for schoolchildren and students. Moreover, we also focus on operational environmental protection at our sites and invest in maintaining the substance of our plants.

We cooperate with leading companies in the demolition and recycling industry in the GtoG-project. The goal is to effectively close the loop and transform the plasterboard waste market into a recycling market. Furthermore, we have played a key role in developing a recycling concept for "external" plasterboard waste in cooperation with the German "BV Gips".

We are aware that our business activities have an impact on the environment. The careful use of natural resources, the avoidance of environmental pollution and the minimization of waste are essential core aspects of our work.



# HUMAN RIGHTS – PRINCIPLES



We are aware that the global business activities may entail risks for people and the environment. At the same time, there is also a valuable opportunity to strengthen human rights and firmly anchor them in the corporate processes.

We also expect all suppliers and business partners to adhere to the principles of this Policy Statement and to implement processes that serve to protect human rights.

Respecting human and environmental rights across our global supply chains requires a long-term commitment. We know that not all of our goals can be achieved immediately. We are progressively analyzing potential human rights risk issues and will prioritize where we have identified risks. Based on this, appropriate preventive measures will be implemented. The results of this risk analysis will be incorporated into our relevant business processes.

We strive to gradually and regularly analyse, document and eliminate potential risks emanating from companies of the Knauf Group.

Our aim is to create awareness of human rights risk areas. We aim to raise awareness of these issues by training the people concerned - from employees to business partners, suppliers and other stakeholders.





# REPORT, GOVERNANCE, CONSEQUENCES, CONTACT

## REPORT AND REVIEW

We will report regularly on human rights activities and commitments under this Policy Statement. We will report on identified human rights and environmental risks and the measures taken and their effectiveness. The report will be publicly available.

Furthermore, this Policy Statement is reviewed for effectiveness on an ongoing basis. To ensure that it is up to date, the Policy Statement is adapted in the event of important changes. This enables us as well as intern and extern stakeholders to review the progress on human rights topics.

## GOVERNANCE

The managing directors of each Knauf Company are responsible for ensuring that the standards set in this Policy Statement are followed and implemented. Only accountability at the highest level can guarantee that all Knauf Companies are aware of human rights responsibilities and that these standards are implemented consistently.

## CONSEQUENCES OF VIOLATIONS

If an investigation reveals that a Knauf Company directly or indirectly caused a violation of human rights, measures are taken to ensure proper clarification.

If a person violates this Policy Statement, this may result in civil- or criminal law consequences, depending on the specific facts of the case. Violations by employees can result in consequences under labour law. Violation of this Policy Statement by business partners may result in termination of the business relationship.

## CONTACT

We attach great importance to a lively exchange with internal and external stakeholders to avoid human rights violations. We welcome notes and comments in relation to the principles of this Policy Statement. We are convinced that only a lively exchange can lead to an improvement of internal processes.

Knauf Compliance provides advice and support on all issues relating to this Policy Statement. All Questions and comments should be addressed to:

### Knauf Compliance

**Mail: [compliance@knauf.com](mailto:compliance@knauf.com)**

In addition, employees as well as internal and external stakeholders can report possible compliance and human rights violations via our KNAUF Speak-Up Line:

**<http://speakup.knauf.com>**

anonymously and confidentially. We encourage all employees and other affected persons to report any evidence of human rights violations. Every substantiated indication will be followed consistently.



**KNAUF**

