



Declaration of Principles on the Respect for **Human Rights** and the **Environment**

01 Our Core Values

——— Together with our subsidiaries, Schmitz Cargobull AG is one of the leading manufacturers of semi-trailers, trailers, and truck bodies for temperature-controlled freight, general cargo, and bulk goods. As a pioneer in the industry, the company developed a comprehensive brand strategy early on and has systematically established high quality standards at all levels: from research, development, production and service contracts, to trailer telematics, financing, spare parts, and used vehicles.

Day after day, our business affects the lives of people both within and outside the company – along global supply and value chains. In this context, Schmitz Cargobull is committed to the **UN Guiding Principles on Business and Human Rights** and the **OECD Guidelines for Multinational Enterprises**, and the company undertakes to ensure that they are respected by us and our business partners. This framework includes a recognition of the **principles of the United Nations Universal Declaration of Human Rights, the core labour standards of the International Labour Organisation (ILO), and the responsible management of our environment and its resources.**

Schmitz Cargobull considers these international agreements and declarations as forming the basis of its commitment and the way in which the company intends to conduct its business.



02 Application

——— This Declaration of Principles on the Respect for Human Rights and the Environment applies to all divisions of Schmitz Cargobull AG and its affiliated companies and **obliges all our employees to behave appropriately and lawfully toward colleagues, business partners, and all other stakeholders.**

We also expect our business partners to behave in accordance with the principles set out here and to pass on their commitment to **respect human rights and the environment to their business partners.**





03 Responsibility and organisational consolidation

————— The responsibility for the implementation of the duty of care arising from this declaration lies with the Executive Board of Schmitz Cargobull AG. **The responsible Board Members will regularly inform themselves, at least once a year, about the operational implementation and verification of the company's duty of care.**

The operational implementation and verification of the duty of care obligations is the responsibility of the Supply Chain Duty of Care Officer in Supply Management, who coordinates with the Human Resources, Compliance, Sustainability and Risk Management departments.

04 Risk management

----- We conduct an annual risk analysis for our own divisions and supply chains to identify violations of the duty of care to comply with the stated principles. Risk identification and assessment is based on site-based and business model-related risk factors. **We specifically check any risks identified through surveys and/or on-site investigations and, if necessary, initiate appropriate preventative and/or remedial measures.**

This applies particularly to procurement from countries that have been classified as high-risk countries by the UN in view of their human rights situation.

05 Preventative measures

————— We wish to avoid violations of duty of care with regard to human rights and environmental in advance with the aid of our preventative measures. We have therefore incorporated compliance with the stated principles in our Code of Conduct and Supplier Code of Conduct.

Our employees receive regular online-based and in-person training on our Code of Conduct. Personnel responsible for purchasing and supply chains also receive separate training on the company's duty of care within the supply chain.

Business relationships with business partners are based on them signing the Supplier Code of Conduct. **Before embarking on a business relationship for the delivery of production material, business partners with a higher risk potential are checked by surveys and audits for violation of their duty of care.** Existing supply relationships are also regularly checked through risk analysis processes, and remedial measures are put in place as required.



06 Remedial measures

— There can nonetheless be violations of our duty of care with regard to human rights and the environment in spite of our preventative and control measures. **If a possible violation of duty of care is identified, we will immediately initiate a regulatory process to prevent any negative impact on human rights and the environment.**



07 Complaints procedure

— Employees, business partners and all other stakeholders can submit information on possible violations of our duty of care with regard to human rights and the environment at any time, anonymously and through various channels. Schmitz Cargobull has appointed an external Ombudsperson for this purpose. As a lawyer, the Ombudsperson is subject to legal confidentiality.


The contact details for our Ombudsperson can be found on our website at <https://www.cargobull.com/en/company/supply-chain-management>




08 Reporting and future development

— The effective implementation of our duty of care with regard to human rights and the environment is continuously reviewed and adapted as part of a continuous improvement process. **We will report on future developments and progress to ensure proper duty of care in our regular sustainability reporting and in the annual Federal Office of Economics and Export Control Report (BAFA).**

Altenberge, 31 March 2023
Schmitz Cargobull Aktiengesellschaft


Andreas Schmitz
(Chair)


Andreas Busacker


Boris Billich


Dr. Günter Schweitzer


Marnix Lannoije