



DECLARATION OF PRINCIPLES OF THE FIXIT GRUPPE

on the respect and protection of human rights.

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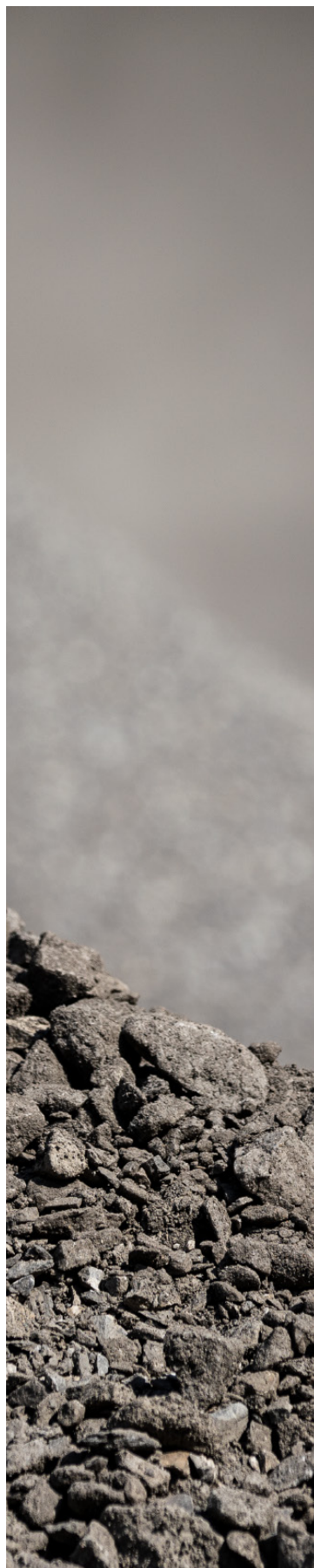


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Respect for and protection of human rights



Foreword

The FIXIT GRUPPE is the umbrella organization of the five building material brands FIXIT, GREUTOL, HASIT, KREISEL and RÖFIX, is one of the leading suppliers in the building materials sector for many years. It develops and produces trend-setting building materials and systems for facades, walls and floors – in 18 countries across 18 countries, at a total of 69 locations.

In line with our corporate philosophy “Preserving values, shaping a sustainable future with building materials building materials”, our aim is not only to be economically successful, but also to firmly responsibility for people and the environment firmly anchored in our daily work. Protection and respect for international behavioral and environmental standards are integral components of the sustainability strategy of the FIXIT GRUPPE.

For us, “preserving values” therefore also means ensuring respect for human rights in all our business business activities and along the supply chain. This is a central component of our actions and our commitment to the people we work with and for. work with and for.

To this end, we have drawn up a policy statement on human rights. It is aimed at all employees and partners of the FIXIT GRUPPE and is generally binding.

Important human rights principles are, for example

- the prohibition of child labor
- the prohibition of forced labor and slavery
- health and safety in the workplace
- diversity, inclusion and equal treatment within the Group
- fair pay, etc.

We have made an important statement with the Declaration of Human Rights and want to continue to live our values and make a positive contribution to society in the future.

Hanswilli Jenke
CEO FIXIT GRUPPE

1. Introduction

The FIXIT GRUPPE was founded in September 2006 as an umbrella organization for the five building material brands FIXIT, GREUTOL, HASIT, KREISEL and RÖFIX. With 69 locations in 18 European countries and around 2,300 employees, the FIXIT GROUP is one of Europe's leading system providers in the building materials sector.

As an internationally active group, we are aware of our social and ecological responsibility. Protection and respect for international behavioral and environmental standards are integral components of our sustainability strategy. We respect and value the diversity in our company, in the countries and societies in which we operate.

This policy statement sets out our human rights strategy and includes our commitment to responsible corporate governance, our principles and objectives in relation to respecting human rights and the environment, including the promotion of diversity, equality and inclusion.

2. Legal basis and scope of application

The FIXIT GRUPPE is committed to compliance with internationally applicable human rights and corresponding guidelines and standards within the company and along the supply chain, such as the Universal Declaration of Human Rights of the United Nations General Assembly (UDHR), the European Convention on Human Rights (ECHR), the guidelines and standards of the International Labor Organization (ILO), the Guiding Principles on Business and Human Rights of the United Nations and the ten principles of the UN Global Compact (UNGC).

This declaration of principles is aimed at all managers, employees and customers of FIXIT GRUPPE. It is generally binding and is published on the website and intranet of the FIXIT GRUPPE and thus made available to every employee, every business partner and every customer.

3. Commitment to respect and protect human rights

The FIXIT GRUPPE is expressly committed to respecting and protecting human rights. All of its managers, employees and business partners are obliged to act in accordance with globally recognized human rights principles in accordance with the United Nations Universal Declaration of Human Rights, to behave and actively contribute to their protection.

3.1. Ban on child labor

The FIXIT GRUPPE rejects all forms of child labor and requires respect for the minimum of age for admission to employment in accordance with the respective national regulations and the exclusion of any form of exploitative child labor.

3.2. Prohibition of forced labor and slavery

The FIXIT GRUPPE rejects any form of forced labor and any form of slavery, such as extreme economic or sexual exploitation and humiliation, debt bondage and human trafficking.

3.3. Health and safety in the workplace

The FIXIT GRUPPE focuses on prevention and effective reduction of potential safety and health risks in the working environment. With our minimum standard for health and safety in the workplace, we have created a framework to minimize the risk of injuries, accidents and work-related illnesses among our employees. Regular training and first aid courses regularly prepare our employees for what to do in an emergency. All of our national companies and business partners are obliged to act in accordance with their national and international occupational health and safety standards.

3.4. Diversity, inclusion, equal treatment

The FIXIT GRUPPE does not tolerate any form of violence, harassment or discrimination. We promote diversity and inclusion, follow our Code of Conduct and treat every person with respect, regardless of nationality, ethnic or social origin, age, religion or belief, disability, sexual orientation or identity and political opinion. We stand for equal opportunities in employment and occupation and implement equal participation of women and men at all (management) levels. The proportion of women in management positions is already higher than the corresponding proportion in the workforce as a whole. For us as a modern employer, diversity (of thought), inclusion and equal opportunities are indispensable strategic success factors and integral components of a modern HR policy.

3.5. Fair remuneration

The FIXIT GRUPPE pays all employees an appropriate salary, which is based on the applicable legal in accordance with the applicable statutory regulations and the respective national labor market. We guarantee compliance with the respective national regulations on working hours and to regular paid vacation.

3.6. Freedom of association and collective bargaining

The FIXIT GRUPPE respects the relevant legal regulations on freedom of association, co-determination and cooperation with employee representatives. We are committed to sincere, fair dialog and partnership-based cooperation with our works councils.

3.7. Environmental and climate protection

The FIXIT GRUPPE is committed to environmental and climate protection in line with the United Nations' environmental, social and governance criteria (ESG criteria). As part of our sustainability strategy, we have defined measurable climate targets and launched interdisciplinary projects in order to minimize our own negative ecological and climate-related impacts and at the same time increase our own efficiency.

3.8. Data protection and information security

The FIXIT GRUPPE guarantees absolute data protection compliance and information security, particularly with regard to the protection of personal rights and privacy. We collect personal data, process and use personal data in accordance with the European General Data Protection Regulation (EU GDPR) and the applicable national data protection regulations. We move with the times and invest in state-of-the-art IT systems and technologies. To support this, our employees are regularly trained in data protection and cyber security.

4. Measures to fulfill the human rights due diligence

4.1. Corporate governance and due diligence

The FIXIT GRUPPE's rules and regulations comprise a series of specialist guidelines and specifications to ensure internal and external compliance. Of particular importance is the Code of Conduct of the FIXIT GRUPPE. This contains fundamental rules of conduct and is binding for all managers, employees and business partners of the FIXIT GRUPPE. Furthermore, the FIXIT GRUPPE has adopted the Code of Conduct of the German Association of Materials Management, Purchasing and Logistics (BME). The BME Code of Conduct sets out a minimum standard across countries and industries to safeguard against compliance risks in supply and value chains. Both codes of conduct take into account globally recognized corporate social responsibility standards and apply throughout the Group.

4.2. Compliance requirement

Observance of the law and compliant behavior are among the fundamental values and principles of the FIXIT GRUPPE. This clear commitment to compliance unites all our employees across national borders and cultures. Violations of law and/or internal rules of conduct are not tolerated and are proactively prevented with the help of effective measures.

4.3. Risk management

Our risk management identifies and assesses all significant compliance and corporate social responsibility (CSR) risks at an early stage, including human rights and environmental risks as well as corruption. A comprehensive, Group-wide risk inventory is carried out annually. Measures for dealing with identified risks are documented in action plans, reported to the Group Executive Board and regularly reviewed for their effectiveness.

4.4. Whistleblower system

The FIXIT GRUPPE focuses on prevention and thorough investigation of suspected compliance violations. Effective control mechanisms are used to minimize grievances in a focused manner and consistently avoid repeated misconduct is consistently avoided. Our whistleblower system comprises a broad spectrum of confidential reporting channels such as an online reporting platform, a 24/7 hotline or an (e-mail) mailbox. All employees and business partners of the FIXIT GRUPPE are actively encouraged to provide targeted and plausible information on compliance violations. All reports are recorded under the strictest data and whistleblower protection, documented and processed.

4.5. Quality assurance

Our production facilities are located exclusively in Germany and other European countries. We primarily serve local markets and rely on cooperation with local suppliers and business partners. Our products are made from carefully selected, certified raw materials and have prestigious quality seals and certificates, including VOC A+, IBR, VTA, EPD and TÜV. Thanks to uniform procedures, standardized processes and ongoing quality controls along the entire value and supply chain ensure that our products meet the highest quality standard of our products is guaranteed.

4.6. Supplier evaluation

Our suppliers are subject to regular risk analysis and evaluation with regard to human rights and environmental aspects. When selecting suppliers, our purchasing managers take social, environmental and business ethics criteria into account. We are committed to ensuring that our direct suppliers respect human rights and act in accordance with internationally recognized sustainability standards. Larger, internationally active suppliers are obliged by us in writing to comply with the BME Code of Conduct. Our whistleblower system can also be used to report human rights or environmental violations by our indirect suppliers.

5. Responsibilities for the implementation of human rights due diligence

The Group Management of the FIXIT GRUPPE is responsible for the implementation of and compliance with the Declaration of Principles for the Respect and Protection of Human Rights.

In the Group and national companies of the FIXIT GRUPPE, the managing directors are responsible for the operational implementation of the declared human rights principles.

In order to develop, implement and manage suitable (prevention) measures, we form interdisciplinary teams with experts from the specialist areas of sustainability, Legal, Purchasing, Human Resources, Group Auditing and Compliance.

6. Reporting

Regular reporting on human rights due diligence within the company and along the supply chain is included in the management reports of the FIXIT GRUPPE.