

Policy Statement on Human Rights Strategy in accordance with the LkSG

Version 1.0

1. Introduction and principles

The Kardex Group is committed to fulfilling its responsibility under the German Act on Corporate Due Diligence Obligations for the Prevention of Human Rights Violations in Supply Chains (LkSG).

Our aim is to uphold human rights and environment-related due diligence obligations throughout our supply chain. We recognize our responsibility to ensure that our products and services are produced and delivered in accordance with these obligations.

Our business activities are guided by the United Nations Guiding Principles on Business and Human Rights. Since 2021, we have been [a member of the UN Global Compact](#) and appropriately implement the requirements of the LkSG.

We are committed to the global protection of human rights and adhere to the following:

- the [Universal Declaration of Human Rights](#),
- the [UN Guiding Principles on Business and Human Rights](#),
- the [OECD Guidelines for Multinational Enterprises](#),
- and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work ([ILO Core Labor Standards](#)).

Kardex's minimum standards for the key human rights and environmental principles are governed by:

- the [internal Code of Conduct](#) (this document sets out the binding general principles of ethical conduct for the Board of Directors, the Management Board and all Kardex employees) and
- the [Code of Conduct for Business Partners](#) (the principles and standards outlined in this document are part of the contractual obligations and collaboration with Kardex's business partners).

2. Responsibility and implementation

Responsibility for implementing this policy statement lies with the management of the Kardex legal entities affected by the provisions of the LkSG, in cooperation with the designated Human Rights Officer. The following measures are undertaken:

- **Risk analysis:** We conduct regular risk analyses to identify and assess the human rights and environment-related risks in our supply chain.
- **Preventive measures:** Based on the risk analyses, we take appropriate measures to minimize or eliminate identified risks.
- **Complaints procedure:** We encourage our employees and the employees of business partners and of companies in their supply chains, to report (imminent) violations of applicable laws and regulations and/or of the principles and standards of the Code of Conduct for Business Partners. For this purpose,

the Kardex whistleblowing platform can be used, which also allows for completely anonymous reporting:

<https://kardex.integrityline.com/setup>.

- **Remedial measures:** If we identify actual or imminent violations, we will promptly take appropriate measures to prevent, end, or minimize the extent of this violation.
- **Review and adjustment:** We regularly review the effectiveness of our measures and adjust them as necessary to ensure continuous improvement.

3. Supplier obligations

Our suppliers are obliged to respect and implement the principles of this policy statement through the detailed regulations and requirements of the Code of Conduct for Business Partners.

Upon request, we offer training and educational opportunities to promote compliance with human rights and environmental standards.

4. Reporting and transparency

Through the [Kardex Group Sustainability Report](#), we report annually on our progress and measures to comply with due diligence obligations regarding the essential human rights and environmental principles. These reports are made publicly available to ensure transparency and further strengthen the trust of our stakeholders.

5. Priority human rights and environment-related risks

Kardex conducts appropriate and systematic risk analyses with regard to human rights and environment-related risks in its own business area and at its suppliers at least once a year in order to be able to identify, assess, and avoid potential and actual negative impacts at an early stage.

The risks related to human rights and the environment, both for the company's own business areas and for our suppliers, are appropriately assessed by internal and external experts. Additionally, external indicators, such as the UNICEF Children's Rights in the Workplace Index or the Global Slavery Index, are also incorporated into the risk analysis.

Such risk analyses are specifically conducted for the supply chains in collaboration with the colleagues responsible for supplier management, as part of the regular double materiality assessments carried out in accordance with our "ESG Governance Model" for all sustainability-relevant risk categories (including human rights and environmental issues).

Our aim is to identify and assess the potential priority human rights and environment-related risks that may arise both in our own business area and in our supply chains. The human rights and environment-related risks that we identify as priorities through the risk analyses for Kardex are described in our annual Sustainability Report.



Jens Hardenacke

CEO Kardex Holding AG



Thomas Reist

CFO Kardex Holding AG and
Geschäftsführer Kardex Germany
GmbH



Stefan Häni

Geschäftsführer Kardex Germany
GmbH