

STATEMENT OF PRINCIPLES

We have decided to voluntarily formulate a declaration of principle based on the requirements of the Act on Corporate Due Diligence Obligations in Supply Chains on our human rights and environmental activities.

GEMAC Chemnitz GmbH has always been committed to ecologically and socially responsible corporate management.

We expect the same behavior from all our suppliers. Our expectations of human rights and environmentally compatible behaviour are communicated within the framework of contracts and audits.

We also require our employees to observe the principles of ecological, social and ethical behaviour and thus actively integrate them into the corporate culture.

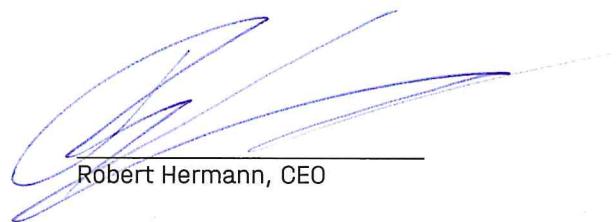
Furthermore, we strive to continuously optimize our business activities and our services in terms of sustainability. We call on our suppliers and service providers to contribute to this in the sense of a holistic approach.

If we detect violations of a human rights or environmental obligation, we discuss possible appropriate remedial measures in the management team and take appropriate steps to minimize or remedy the extent of the violation.

Through our internal complaints procedure, employees can point out human rights and environmental risks in the company or at suppliers. (whistleblower procedure).

Our corporate social responsibility (CSR) and its presentation are based on international and national standards.

Chemnitz, 16 September 2025



Robert Hermann, CEO