



Policy Statement on the Human Rights Strategy
of MAX Automation SE and its subsidiaries

Policy statement on the human rights strategy

As an international company, MAX Automation SE and its subsidiaries (MAX Group) are committed to conducting their business relationships in a socially responsible manner in accordance with current laws and the Agenda 2030 for Sustainable Development.

The increasing integration of the MAX Group into global procurement and sales markets harbours both opportunities and risks. New markets and production sites are being opened up, creating jobs and prosperity. At the same time, risks arise from a lack of transparency and the sometimes inadequate enforcement of internationally recognised human rights in the supply chains.

The MAX Group is committed to respecting, protecting and upholding the human rights of individuals. We stand by this responsibility as a company regardless of the ability or willingness of countries to fulfil their duty to protect human rights. To this end, the MAX Group has set up a risk management system in order to identify and analyse violations of human rights in the supply chain in good time. Based on this, measures can then be taken to ensure compliance with human rights within the supply chain.

According to the MAX Group, this includes working to ensure that health is protected and fair working conditions exist on site.

For the MAX Group, equal rights for women and men are a matter of course and we do not discriminate against anyone because of their gender, origin, race, language, country of origin, faith, religious or political beliefs or disability.

We reject corruption as well as forced labour, child labour and human trafficking.

Our responsibility to respect human rights is codified in the MAX Group's Code of Conduct for Employees, the MAX Group's Supplier Code of Conduct and the MAX Group's Group Guidelines.

The MAX Group trains its employees to live these values in the company. This begins with the conscious perception of violations of these principles, which are addressed and dealt with via defined processes and then lead to suitable measures for the company. This also applies to information from third parties.

Employees, business partners, suppliers and customers have access to the electronic reporting system of the MAX Group or the subsidiary concerned, including certified encryption and the option of anonymisation in the event of suspected violations: [maxautomation - homepage \(integrityline.com\)](https://maxautomation.com/integrityline).

Guido Mundt

Dr. Ralf Guckert, Hartmut Buscher

Chairman of the Supervisory Board

Managing Directors