

As of the date on which this statement is published, **Mosca GmbH and its affiliates** are not required to produce or submit a statement. This is a voluntary joint statement for informational purposes only. For avoidance of doubt, this statement has not been formally submitted to the Bundesamt für Wirtschaft und Ausfuhrkontrolle (BAFA), UK Modern Slavery Statement Registry, the Australian Border Force and/or any other regulatory bodies. Mosca GmbH and its affiliates make no warranties, express or implied, with respect to the information provided herein.

Respect For Human Rights Policy Statement



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Mosca GmbH and its » affiliates are supportive of and committed in implementing initiatives, processes and standards in our operations which (a) promote respect for human rights; (b) aim to eradicate all forms of slavery including without limitation, modern slavery, forced labor as well as child labor; and (c) are intended to reduce or eliminate environmental harm

We respect and support the principles espoused within international norms, principles, codes and laws relating to human rights, including without limitation, the International Bill of Human Rights, UN Universal Declaration of Human Rights, the core labor standards of the ILO (International Labour Organization) as well as the OECD Guidelines for Multinational Enterprises

Respect for human rights is an important core value found in our » [Code of Conduct](#). Our Code of Conduct requires our production, operations as well as those of our business and contractual partners to comply with all applicable laws, regulations and guidelines relating to human rights, including without limitation, the Lieferkettensorgfaltspflichtengesetz (LkSG), if and where applicable

Risk Area

With the help of third-party consultants, we have identified the procurement of materials from conflict and/or high-risk locations as a risk area.

Some of the measures we take to offset the risk include without limitation:-

- the procurement of materials from reputable suppliers and/or suppliers who are generally not known to be embroiled in human rights and/or environmental violations or controversies
- performing supplier due diligence checks within our limits and abilities
- expressly not permitting our suppliers to be involved in forced or child labor, corruption and bribery, and negligence in environmental protection

Our Risk Management Framework

Education

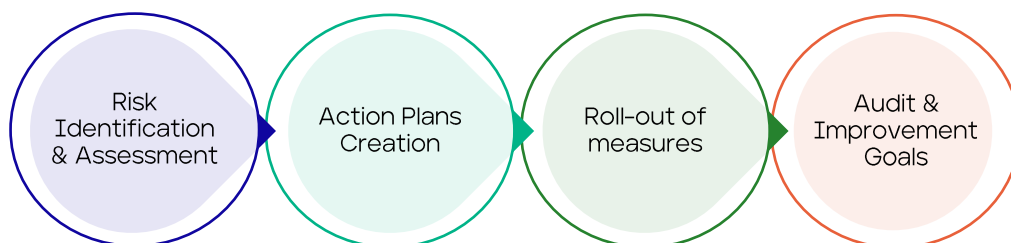
Our Code of Conduct is made publicly available on website for access by our employees, business and contractual partners.

We continue to train and remind our management and employees on a regular basis to encourage their compliance with our Code of Conduct.

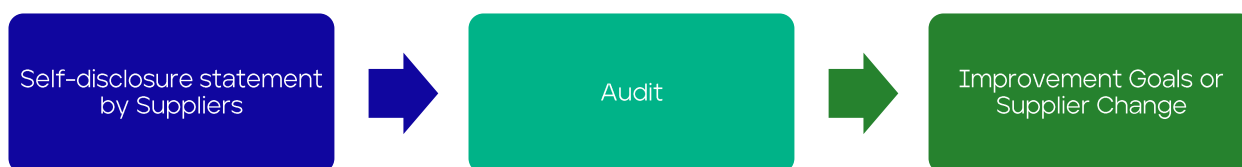
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Human Rights Due Diligence

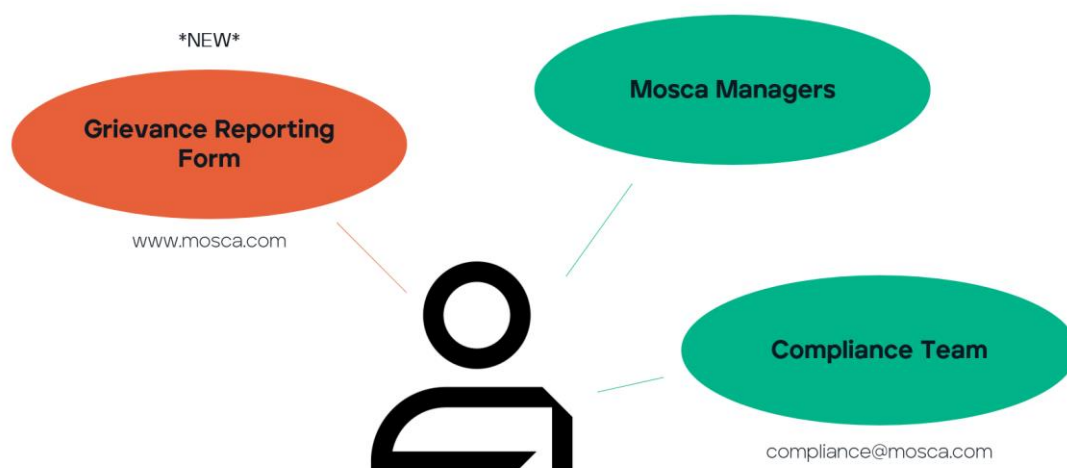
- In general, our internal process to perform human rights due diligence to ensure compliance:



- Our process to perform human rights due diligence to ensure compliance in our supply chain:



Grievance Mechanism



- Grievances and compliance violations can be reported through Mosca Managers, via a dedicated compliance email or online anonymously at our website by employees, suppliers, customers and others. **We have plans to supplement our existing reporting channels by introducing, in the near future, a 24X7 hotline managed by third parties to ensure anonymous reporting that is available in local languages.**

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Other Compliance Initiatives

- We have increased focus on occupational health and safety by dedicating more effort and activities to encourage safety at work
- We have increased focus on environmental regulations compliance through the use of solar power (less dependency on fossil fuels), more recycling of materials (reduce waste and environmental pollution), and increased use of electronic management systems and tools (reduce our environmental impact). We will continue to make improvements to our materials, packaging and operations.
- We endeavor to implement other measures in the near future, such as:
 - conducting Mosca Group wide employee surveys
 - introducing updated **Mosca Group Conflict Minerals Policy and Conflict Minerals Policy Statement**
 - introducing **Mosca Group Procurement Policy**

This policy statement dated 1 January 2023 has been approved by the Board of Directors of Mosca GmbH, the Management Holding Company for the globally operating Mosca Group

Waldbrunn, January 1, 2023

Mosca GmbH
Managing Board