

## Human rights

### **Respect for and adherence to human rights (UN GC Principles 1 and 2, GRI 412)**

Respect for and adherence to human rights represents an essential basis for our actions and is a core matter for our portfolio companies in particular when working with suppliers - especially in emerging and developing countries.

The responsibility to respect human rights is a global standard expected of all companies wherever they do business. It exists regardless of the ability or willingness of individual states to meet their own human rights obligations. The responsibility to respect human rights goes beyond the need to comply with national laws and regulations. In particular, the focus is on human rights risks for those potentially affected by corporate activities (employees in the company's own operations, in the supply chain, local residents, customers, etc.).

AURELIUS is committed to respecting and complying with international human rights standards, in particular the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights (UNGP), the UN Global Compact, the OECD Guidelines for Multinational Enterprises and the ILO Labour Guidelines. In addition, we support the national action plan for the implementation of the UN Guiding Principles on Business and Human Rights.

AURELIUS avoids causing or contributing to adverse human rights impacts through its own activities and will address these impacts should they occur. In addition, we strive to avoid negative impacts on human rights that may arise from a business relationship with third parties. Human rights are a priority issue for the Sustainability Committee of the individual Boards. Monitoring compliance with human rights is on the agenda for every committee meeting.

### **Monitoring compliance with human rights in the supply chain**

We have encouraged our portfolio companies to consistently follow up on indications and suspicions of human rights violations in their supply chain. Where we or the portfolio companies have identified a need for action, the necessary measures are taken. If a suspected case becomes known, all available information is first collected, and the suppliers are asked to comment on the allegations. We then assess the facts and draw the necessary conclusions. Depending on the nature and extent of the grievance, we may have to terminate the business relationship or work with the supplier concerned to resolve the grievance. In 2022, we will successively expand our human rights risk assessment for our portfolio companies.

### **Elimination of child labour and forced labour**

AURELIUS supports its portfolio companies in preventing child labour and forced labour, especially among its suppliers.

### **Child labour (UN GC Principle 5, GRI 408)**

Child labour is strictly prohibited. The minimum age for employment as defined by the International Labour Organisation (ILO) must not be undercut. In addition, the employment of persons below the legal minimum working age in the country in which the activity is carried out must be prevented. There is an obligation to comply with respective nationally applicable laws and regulations for the protection of children and young people.

### **Free choice of employment (forced labour) (UN GC Principle 4, GRI 409)**

All forms of forced labour are strictly prohibited. Employees, especially those of suppliers, must not be forced to perform work or enter into an employment relationship by force or threat (e.g. debt bondage or slavery).



This also includes the prohibition of pressuring workers to continue working by withholding salary, social benefits, property or documents. At the same time, suppliers are required to comply with regulations and all applicable local laws prohibiting forced labour in the countries in which they operate.

In addition, the hours to be worked per week must not exceed the specified maximum number of hours in accordance with applicable national laws and respective industry standards.