

Declaration of Corporate Human Rights Strategy of the Bundesdruckerei Group



We are committed to observing human rights.

The Bundesdruckerei Group wants to live up to its responsibility in society and towards its employees, its customers and business partners as well as its shareholder. It is therefore committed to clear principles as a framework for its entrepreneurial and business activities.

For us, economic success and moral commitment are not contradictory, but are essential prerequisites for sustainable, positive management.

As a federal company with high standards of compliance, diligence and integrity, it is particularly important to us to appropriately address human rights risks in our business areas and in our supply chain. In doing so, our approach is particularly based on the following standards and frameworks:

- United Nations Universal Declaration of Human Rights (UN-UDHR)
- Conventions and recommendations of the International Labor Organization (ILO) on labor and social standards
- Principles of the United Nations Global Compact (UNGC)

In addition, wherever we operate, we comply with local laws.



We define specific requirements for ourselves and our business partners.

In order to live up to our claim regarding the recognition and respect of human rights in the Bundesdruckerei Group, we have implemented guidelines that express our attitude towards us, our employees and our suppliers. In particular, the following guidelines are relevant:

Guideline „Conduct in the company - Code of Conduct“

With the guideline „Conduct in the company - code of conduct“ we have created a compass that gives our employees orientation in everyday life. It should help to decide what is right or wrong in the context of daily work. In addition to human rights and environmental issues, the Code of Conduct also contains guidelines for combating corruption and other related issues.

Supplier Code of Conduct – “Code of Conduct for Business Partners“

It is our declared intention to implement our principles and values together with our business partners. We therefore oblige our business partners to act according to the same or similar principles as we do. These principles, values and legal requirements are laid down in our „Code of Conduct for Business Partners“, which all relevant business partners must guarantee to comply with.



We identify risks and address them appropriately.

At least once a year, we assess potential risks with regard to human rights and environmental protection. We pay attention to our own business areas and check our suppliers. With the help of these analyses, possible risks can be identified and minimized in advance. For this purpose, we conduct interviews with experts and evaluate, for example, the regions of origin and product groups of our suppliers in a structured manner. Amongst the risks, which might potentially be relevant along our value chain, are:

- risks related to freedom of association and freedom of association
- risks of discrimination
- health & safety risks and
- environmental risks..

Due to already established riskminimizing measures, only small, non-systemic net risks remain. We will prioritize the risks if further riskminimizing measures become necessary.

Wherever we identify risks - be it in our own business area or with suppliers - these are minimized by appropriate measures. In order to limit the risks, guidelines, such as health and safety measures, have been implemented in the company's own business area. Compliance with the requirements is checked regularly.

Depending on the level of risk, additional information is first obtained from our suppliers, for example by asking about risk strategies and action plans or by conducting human rights audits. Following a more detailed examination of the risks, together with the suppliers we define how the risks shall be dealt with. If necessary, we train our suppliers on human rights and ecological due diligence along the supply chain.

We are aware that violations may occur, even though we behave carefully in relation to human rights. For this reason, we have established a complaints procedure and whistleblower system through which those affected, whistleblowers or other stakeholders can report grievances at any time. This not only affects our own business area, but also suppliers and presuppliers.

Whistleblowers who report a grievance for ethical and moral reasons make a significant contribution to preserving social and rule-of-law values and thus also contribute to the success of our company. That is why we have set up a [whistleblower portal](#).



We continuously improve our efforts and report on them.

We regularly evaluate the effectiveness of our established measures in order to continuously improve them. This also includes to question existing processes critically and sharpening them if necessary.

We report annually on both the identified risks and the measures we have taken to deal with these risks. We also evaluate the effectiveness of our measures and derive conclusions for future activities.

The management of each individual group company of the Bundesdruckerei Group is responsible for the implementation of and compliance with this declaration. They are supported by the Human Rights Officer, who is anchored in the compliance department of Bundesdruckerei GmbH and regularly informs the management about risks and measures taken.

The management of the companies in the Bundesdruckerei Group