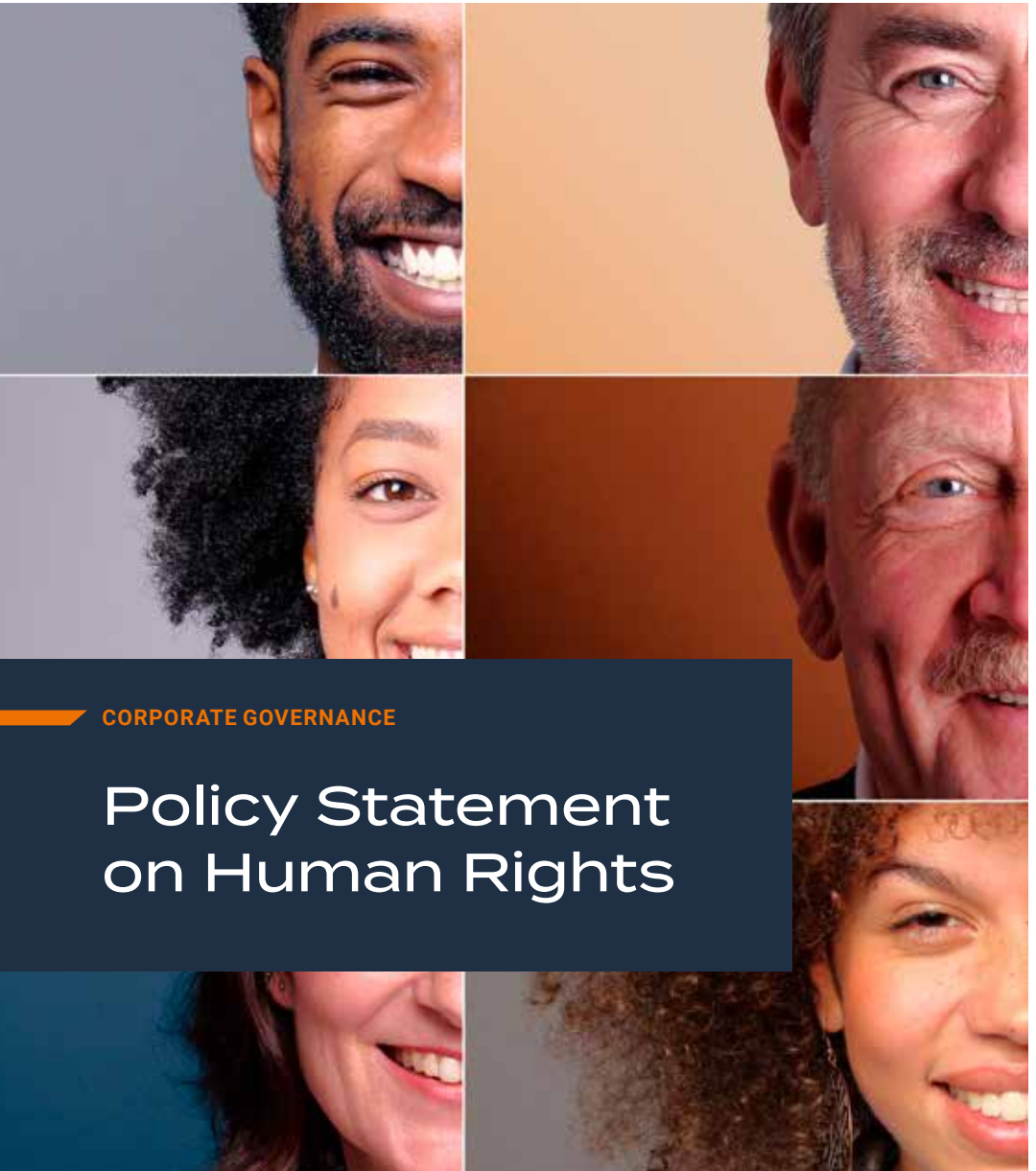


RENK



CORPORATE GOVERNANCE

Policy Statement on Human Rights

Policy Statement on Human Rights

As a globally active group of companies, the RENK Group ("RENK") is committed to the unrestricted observance of human rights. RENK is convinced that accepting social responsibility for the wellbeing of people is the foundation stone for long term success. Respecting and protecting human rights, both in the own business area and throughout the entire supply chain, is thus for RENK a fundamental element of good corporate governance and is integral to our sustainability strategy.

RENK recognizes the Universal Declaration of Human Rights of the United Nations. By joining the UN Global Compact, RENK has committed to observing its principles in the areas of human rights, labour standards, environmental protection, and the prevention of corruption. RENK's commitment to human rights is additionally based on the fundamental conventions of the International Labour Organization (ILO) and the OECD Guiding Principles for Multi-national Enterprises.

Structure of the company

RENK is a global leader for high-efficiency propulsion and drivetrain technology. We provide systems that ensure the reliable deployment of strong forces and torques to set vehicles, vessels, and machinery in motion.

RENK's offering integrates design, engineering, production, testing, and lifelong services of customized drive systems that translate power from various sources of energy into action. Headquartered in Augsburg (Germany), RENK operates production facilities in Germany, the United States, Switzerland, the United Kingdom, France, Canada, and India as well as a network of technical and maintenance services locations around the world.

Responsibilities

The implementation of the human rights due diligence is ensured by RENK's Human Rights Committee and is monitored by its Chief Compliance Officer. The Human Rights Committee is led by the Corporate Ethics & Compliance department and in addition includes representatives from the Purchasing, Human Resources, Corporate Development, and Quality, Health, Safety & Environment (QHSE) functions. The Chief Compliance Officer informs the Management Board and the Supervisory Board about the implementation of the human rights due diligence.

Preventive measures

This Policy Statement is complemented by the RENK Code of Conduct, which is the framework for all entrepreneurial decisions and the central element of the internal compliance regime. The Code of Conduct also includes a section on human rights which underpins the high importance RENK attaches to this subject. RENK employees are trained regularly on the Code of Conduct in web-based and personal training sessions. Employees in the risk areas Sales and Purchasing receive a targeted training on human rights in the supply chain.

In 2024, RENK will carry out a risk analysis according to the German Act on Corporate Due Diligence Obligations in Supply Chains in RENK's own business area. This analysis will identify and prioritize potential human rights and environmental risks of the group companies. From the findings, individual measures can be derived so that a continuous development of the due diligence is ensured.

Human rights and environmental risks are not only considered in the own business area but also in the supply chain. RENK only cooperates with suppliers that respect and support the RENK Supplier Code of Conduct. The Supplier Code of Conduct forms the basis of the cooperation. It demands the unrestricted observance of human rights and must be passed on in the supply chain. RENK suppliers are contractually obliged to comply with the Supplier Code of Conduct. RENK reserves the right to verify their compliance – where appropriate also by local audits.

As part of a risk analysis in the supply chain, direct suppliers are assigned to a risk category based on risk criteria and a self-assessment. If there are signs of an increased risk of human rights or environmental violations, an extended background check of the related supplier is initiated. If an actual risk or violation is identified, this leads to an immediate response in the form of corrective action on the part of RENK. Such corrective action may range from the creation and implementation of a programme to end the violation through to a discontinuation of the contractual relationship.

In the coming months, RENK will implement further preventive measures. The efficacy of these measures will be verified by internal and external audits.

Handling of grievances and violations

With the RENK Integrity Line, RENK has implemented an appropriate and effective grievance mechanism which allows employees, suppliers, and other potentially affected stakeholders to report human rights and environmental risks – also anonymously if preferred. The RENK Integrity Line can be accessed via the website of the RENK Group and is hence available all over the world, at any time, and in several languages. Moreover, RENK has commissioned an external ombudsman. Publicly accessible rules of procedure describe the reporting paths and the reporting process.

Reported grievances enable RENK to identify adverse impacts connected with RENK at an early point in time. All reports of possible violations are always examined and documented fully, objectively, transparently, and in a timely manner. With interviews, on-site visits, and further examination activities, effective corrective action can be identified, initiated, and monitored.

The findings derived from grievances are used for the continuous development of the processes and thus contribute to preventing future violations. RENK does not tolerate any discrimination against or reprisals of employees that report violations.

Reporting

RENK reports transparently about the implementation and continuous development of the human rights due diligence in its annual sustainability report and, as from the first quarter of 2025, in the publicly accessible human rights report to the Federal Office for Economic Affairs and Export Control (BAFA).



Trusted Partner.

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