

Policy statement in accordance with the LkSG

KERN LIEBERS GmbH & Co. KG (hereinafter “Kern Liebers”) is committed to responsible corporate management in compliance with the regulations of the Supply Chain Due Diligence Act (hereinafter LkSG).

Kern Liebers conducts a reasonable amount of risk analysis to identify where particular human rights and environmental risks exist in its supply chains and its own operations. On this basis, preventive measures are determined. The following areas are considered particularly sensitive and require a high level of attention:

- Forced and child labor
- Freedom of association
- Discrimination and unequal treatment
- Withholding of an adequate wage
- Threat to health and safety at work
- Environmental pollution

Kern Liebers is aware of its corporate responsibility towards customers, employees and the public. In order to meet the legal requirements of the LkSG, Kern Liebers has, among other things, drawn up a code of conduct for its suppliers.

If human rights and/or environmental violations are identified in our own business or at direct suppliers, or if such a violation is imminent, Kern Liebers will decide on appropriate remedial action to minimize the extent of the violations or to eliminate them. Terminating a business relationship is envisaged as a last resort, provided that the criteria set out in the LkSG are met. If Kern Liebers has actual indications that an indirect supplier may have violated a human rights-related or environmental obligation, a risk analysis will be carried out, appropriate preventive measures will be initiated, and a concept for preventing, terminating or minimizing the violation will be created and implemented.

In addition, Kern Liebers has set up a complaints procedure that allows employees to report human rights and environmental risks, as well as violations of human rights or environmental obligations within the company and in the supply chain. Information about the reporting channel and the process is made available to employees.

Kern Liebers reviews the effectiveness of the preventive and remedial measures annually and whenever required, and updates these as necessary immediately. The effectiveness of the complaints procedure is also updated annually and whenever required.

The fulfillment of the due diligence obligations under the LkSG is continuously documented and an annual report is prepared in accordance with the legal



requirements and made publicly available free of charge for seven years. Kern Liebers will regularly and critically review compliance with due diligence requirements and make any necessary adjustments.