

Policy Statement in accordance with the German Supply Chain Due Diligence Act (LkSG)

KERN LIEBERS GmbH & Co. KG (hereinafter referred to as “Kern Liebers”) is committed to responsible corporate governance and assumes responsibility for respecting human rights and protecting the environment throughout its supply chains.

The basis for these commitments is the **German Supply Chain Due Diligence Act (LkSG)** as well as recognized international standards, in particular the **UN Guiding Principles on Business and Human Rights** and the **core labour standards of the International Labour Organization (ILO)**. This statement complements the “KERN LIEBERS Code of Conduct” and the “Sustainability Guideline for Suppliers”.

The management of KERN LIEBERS GmbH & Co. KG bears overall responsibility for the implementation of due diligence obligations under the LkSG.

Kern Liebers conducts regular risk analyses to identify areas within its supply chains and its own business operations where significant human rights or environmental risks may exist. On this basis, appropriate preventive and remedial measures are defined and implemented.

The following areas are of particular importance:

Forced Labour and Child Labour

Kern Liebers strictly rejects **any form of forced labour, modern slavery, servitude and human trafficking**. Forced labour includes, in particular, work performed under threat of penalty or coercion, including the **retention of identity documents, restriction of freedom of movement, unlawful wage deductions**, the requirement to pay deposits or other forms of psychological or physical pressure.

Freedom of Association and the Right to Collective Bargaining

Kern Liebers respects the right of all employees to **freely and without discrimination organize**, form or join trade unions and engage in **collective bargaining**, to the extent permitted by applicable national laws.

Employees must not be subject to **discrimination, retaliation or disadvantage** as a result of exercising these rights. Kern Liebers expects its suppliers to respect these rights and to allow alternative, lawful forms of employee representation where freedom of association is restricted by law.

Discrimination and Unequal Treatment

Kern Liebers does not tolerate **any form of discrimination or unequal treatment** on the basis of gender, origin, ethnic or social background, skin colour, religion or belief, disability, age, sexual orientation, political opinion or any other personal characteristics.

Equal opportunities as well as a respectful and appreciative working environment are key elements of our corporate culture. We expect our suppliers to apply comparable principles and to actively prevent discrimination.

Withholding of Adequate Wages

Kern Liebers recognizes the right of employees to **adequate remuneration**. Wages and other benefits must at least comply with the applicable **statutory minimum standards** and must be paid regularly and in full.

Unlawful wage deductions that are not legally or contractually justified are rejected. Kern Liebers expects its suppliers to comply with these principles and to apply transparent and comprehensible remuneration structures.

Occupational Health and Safety

The protection of **life, health and physical integrity** of all employees is of the highest priority for Kern Liebers. The objective is to ensure **safe and healthy working conditions** and to systematically prevent work-related accidents, injuries and health hazards.

This includes, in particular, the **regular identification and assessment of risks**, the implementation of appropriate **preventive measures**, access to adequate **personal protective equipment**, regular **training**, and compliance with applicable occupational health and safety regulations.

Kern Liebers expects its suppliers to comply with **comparable standards** in the field of occupational health and safety, to actively address risks and to implement appropriate measures to **prevent occupational accidents and work-related illnesses**.

Environmental Protection

Kern Liebers is committed to avoiding or minimizing **harmful environmental impacts** within its own business operations and throughout the supply chain. This includes, in particular, the handling of **hazardous substances**, emissions to air, water and soil, as well as the proper disposal of waste.

We expect our suppliers to **comply with applicable environmental regulations** and to take appropriate measures to reduce environmental risks.

If violations of human rights or environmental obligations are identified within our own business operations or at direct suppliers, or if such a violation is imminent, Kern Liebers will decide on appropriate remedial measures in order to minimize or eliminate the extent of such violations.

Termination of a business relationship is considered a measure of last resort, provided that the criteria set out in the LkSG are fulfilled.

If there are substantiated indications of potential violations of human rights or environmental obligations by indirect suppliers, a risk analysis will be carried out on an ad hoc basis, and appropriate preventive measures as well as a concept for prevention, mitigation or termination will be developed and implemented.

Furthermore, Kern Liebers has established a complaints procedure that enables employees as well as external third parties to report human rights and environmental risks as well as violations of human rights or environmental obligations within the company and along the supply chain. Information on the reporting channels and the procedure is made available transparently [here](#).

Kern Liebers reviews the effectiveness of the preventive and remedial measures as well as the complaints procedure at least once a year and on an ad hoc basis and updates them without delay where necessary. Compliance with due diligence obligations is continuously monitored and adjusted as required.

The expectations set out in this policy statement are binding for all employees of Kern Liebers and form the basis for cooperation with our suppliers within the scope of the respective contractual and actual possibilities of influence.

Schramberg, May 2026

The Management Board of Management of KERN LIEBERS GmbH & Co. KG