

Confirmation

(Context: Human Rights Compliance and Supply Chain Due Diligence)

This written confirmation is provided in the context of customer and regulatory requirements relating to human rights compliance, as defined by the EU Corporate Sustainability Due Diligence Directive (CSDDD) and comparable international regulations.

In my role as Global Compliance Officer, I hereby confirm that **no human rights violations** were identified at any Pollmann International site worldwide during the past 12 months.

Pollmann International is fully committed to respecting, protecting, and promoting human rights across all its global operations and business relationships. The company aligns its activities with internationally recognized standards, including:

- The United Nations Universal Declaration of Human Rights (UDHR)
- The UN Guiding Principles on Business and Human Rights (UNGPs)
- The OECD Guidelines for Multinational Enterprises
- The ILO Core Labour Standards
- The UN Global Compact Principles

To ensure ongoing compliance, Pollmann International has implemented a comprehensive due diligence process to identify, assess, and mitigate potential human rights and compliance risks within its operations and throughout its global supply chain. This process is regularly reviewed and improved to meet evolving legal and ethical requirements, as well as customer expectations.


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