

## **CORPORATE SOCIAL RESPONSIBILITY POLICY**

This document sets out MOprojects & Schwanekamp Interior's corporate social responsibility policy, which has been adopted for the benefit of our employees, our customers and civil society as a whole. This policy applies equally to the MOprojects & Schwanekamp Interior supply chain - especially to materials used in the production of our furniture - and to all suppliers who contribute to its manufacture. MOprojects & Schwanekamp Interior are committed to continuously improving their ethical, social, and environmental performance to achieve full compliance with the provisions of this Policy. In addition, MOprojects & Schwanekamp Interior have endorsed the principle of independent monitoring of business practices.

Our vision is defined by the values that underpin our history and define our future. We strive to create objects of high quality. We demand the best from ourselves. Through our work ethic and commitment, we strive to earn our client's trust every day.

### **PRINCIPLES WE SUPPORT**

#### Business Ethics

1. We are committed to conducting our business to a high ethical standard, ensuring integrity, transparency, and compliance with applicable laws.
2. We will not engage in bribery and/or corruption.
3. We will not tolerate money laundering and / or financing of terrorism.

#### Social Performance

4. We believe in fundamental human rights and the dignity of the individual and will respect them in accordance with the United Nations Declaration of Human Rights.
5. We will not tolerate the use of child labor.
6. We will not use forced, bonded, or prison labor or restrict the movement of workers and dependents.
7. We are committed to high health and safety standards in our operations.
8. We will not discriminate against anyone on the basis of race, ethnicity, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, marital status, physical appearance, age or any other applicable prohibited basis in the workplace.

9. We will not, under any circumstances, use corporal punishment or prohibit the use of degrading treatment, harassment, abuse, coercion, or intimidation in any form.
10. We will comply with working hours and compensation policies or, in the absence of such legal requirements, adopt local standards.
11. We will take reasonable steps to ensure the physical integrity and safety of our employees and product supplies.
12. We will support the development of communities associated with our own operations and contribute to their social and economic activities.

#### Environmental Performance

13. We will conduct our business in an environmentally responsible manner.
14. We will manage our environmental footprint by eliminating or minimizing negative environmental impacts resulting from our operations.
15. We will ensure the efficiency of our operations by, for example, reducing our waste and water and energy consumption as much as possible.

Vreden Lünter, 10.07.2021

Delia Bensing



Stefan Deelmann

