

CORPORATE SOCIAL RESPONSIBILITY POLICY

This document outlines the corporate social responsibility guidelines of MOprojects & Schwanekamp Interior, which have been adopted for the benefit of our employees, our customers, and the broader civil society. At MOprojects & Schwanekamp Interior, the focus is on respecting human rights, improving working conditions, and promoting ethical business practices. We follow a comprehensive approach guided by three key principles: the UN Guiding Principles on Business and Human Rights (UNGP's), the International Labour Organization conventions (ILO; a specialized agency of the United Nations focusing on international labor standards and social justice), and the ETI Base Code (Ethical Trading Initiative, an independent organization advocating for ethical business practices in supply chains).

The **UNGP's** form the foundation of our commitment. These principles, developed by the United Nations, emphasize our responsibility to avoid, mitigate, and provide appropriate remedies in the event of human rights violations in our business activities. We are firmly committed to respecting human dignity and ensuring that our business practices do not have adverse effects on human rights.

The **ILO conventions** are more than just legal obligations for us. They serve as guiding stars for creating fair, safe, and just working conditions. We actively work towards respecting the labor norms and rights outlined in the ILO conventions throughout our supply chain. This includes protection against child and forced labor, ensuring equal opportunities, and respecting the rights of worker representatives.

The **ETI Base Code** forms the basis of our ethical supply chain strategy. We adhere to the standards outlined in it in our business practices and with our suppliers. We ensure that working conditions are fair, remuneration is adequate, working hours are reasonable, and all forms of discrimination are eliminated. This code ensures that our business activities not only promote economic success but also uphold social responsibility.

Overall, we have a clear mission: by adhering to the UNGP's, ILO conventions, and the ETI Base Code, we contribute to a world where every worker is treated fairly, their rights are respected, and businesses are conducted in alignment with the highest ethical standards.

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 Lünten, 01.09.2023

Signed by the Management:

Delia Bensing



Stefan Deelmann

