

# **Meyer Burger Group's declaration on its responsibility for human rights and the environment in its own business and in the supply chain**

## **Declaration of Principles pursuant to Section 6 (2) of the Act on Corporate Due Diligence to Prevent Human Rights Violations in Supply Chains (LkSG)**

### **I. Preamble**

*At Meyer Burger, we want a future in which we turn the challenges of climate change into opportunities. We produce solar power for a sustainable future! Because with the right energy, anything is possible. We can only achieve this if we first and foremost acknowledge and accept our social responsibility. The basis of our economic activity is respect for human rights in our own business area as well as in our economic relationships.*

*As a globally active and listed company, Meyer Burger ensures that all applicable international, national and local laws, regulations and standards are fully complied with in all economic, ecological and social activities. Reliability, loyalty and respect are key values at Meyer Burger. Respect for internationally recognized human rights is central to our commitment - both within the company and in relation to external stakeholders. Our entire team is responsible for ensuring that we recognize these global standards and integrate them into our daily business and professional activities. To this end, Meyer Burger has developed a systematic and risk-based approach to due diligence and clear processes for monitoring and managing human rights risks.*

*We are aware that human rights awareness is an ongoing task. We can only be successful in this together, as a company and in cooperation with our business partners. For this reason, we promote a culture of integrity and responsible decision-making within the team. We want to encourage each and every individual to openly address concerns if something does not feel right. In addition, we will continue to work constantly in the future to put our commitment into practice. Because protecting the dignity of every person and the environment is both a mission and a virtue for us.*

### **II. Responsibility within the company**

This document applies to all companies of Meyer Burger Group ("Meyer Burger").

At Meyer Burger, the Human Rights Officer is responsible for the observance of human rights and for the implementation of and compliance with this Declaration of Principles.

### III. Respect for human rights and associated environmental standards

Meyer Burger aligns its operational activities with the following internationally applicable standards and guidelines:

- the Universal Declaration of Human Rights of the United Nations (UN)
- the United Nations Guiding Principles on Business and Human Rights (UNGPR)
- the conventions and recommendations of the International Labor Organization (ILO) on labor and social standards the principles of the United Nations Global Compact (UNGC)
- the UN Convention on the Rights of the Child
- the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
- the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises

### IV. Influence of Meyer Burger Group

Meyer Burger has an influence on human rights and environmental risks along the supply chain, expects its employees, business partners and suppliers to respect human and environmental rights and commits to take appropriate precautions to fulfill due diligence obligations.

With our Supplier Code of Conduct ([Meyer-Burger-Supplier-Code-of-conduct-2023-08-EN.pdf](#) ([meyerburger.com](#))), we oblige our suppliers to respect human rights and to observe environmental protection and sustainability, to check the following topics, to avoid risks and to pass this obligation on to their upstream suppliers:

- Ban on forced labor
- Ban on child labor
- Freedom of association and the right to collective bargaining
- Protection against discrimination in any form (e.g. based on gender, age, ethnic and social origin, nationality, religion or ideology, physical or mental disability, sexual orientation)
- Equal opportunities
- Fair working conditions
- Occupational health and safety
- Fair pay and social benefits
- Obtaining environmental permits and corresponding reporting
- Prevention of environmental pollution and reduction of resources

### V. Fulfillment of our due diligence obligations

#### 1. Affected and vulnerable groups

The following groups of people may be affected with regard to the protection of human and corresponding environmental rights and were identified in the risk analysis as being particularly worthy of protection:

- Employees of the Meyer Burger Group,
- Employees of suppliers in the direct and indirect supply chain,
- Employees of business partners,

- People indirectly linked to the supply chain: Inhabitants of production sites, such as ethnic/religious minorities, local communities or indigenous peoples.

Meyer Burger has established the following procedures to ensure that human and environmental rights are observed across the board in its own business operations and by its suppliers:

## 2. Risk management

Meyer Burger has established a Group-wide risk management system. LkSG-related risk management with regard to human rights and the environment is managed by the Human Rights Officer in cooperation with the relevant specialist departments, including Procurement and Risk Management.

As part of risk management, Meyer Burger conducts regular and ad hoc risk analyses to identify human rights and environmental risks along the supply chain. These results are documented.

### a) Risk identification

We identify risks by means of systematic data collection as country-specific risks and risks of our business division.

### b) Analysis and evaluation

The data received is evaluated and any risks identified. These are evaluated in detail and specified with the help of further measures such as audits or questionnaires.

### c) Prioritization of risks

Ultimately, the risks are weighted according to their severity and influence business decisions.

## 3. Preventive and remedial measures

### a) Prevention measures in our own business division

If Meyer Burger identifies a relevant risk in its own business area based on the abstract risk analysis, appropriate preventive measures are taken, in particular

- the implementation of the human rights strategy set out in this declaration in the relevant business processes,
- the development and implementation of suitable procurement strategies and purchasing practices to avoid or mitigate identified risks,
- conducting training courses in the relevant areas,
- the implementation of control measures to verify compliance with the strategy contained in this declaration in its own business area.

### b) Preventive measures at the direct suppliers

If Meyer Burger identifies a relevant risk at a direct supplier based on the abstract risk analysis, appropriate preventive measures will be taken, in particular

- the consideration of human rights and environmental expectations when selecting a direct supplier,
- the contractual assurance of the direct supplier that it complies with the required human rights and environmental standards and addresses them appropriately along the supply chain,

- the agreement of appropriate contractual control mechanisms
- the implementation of training and further education to enforce the contractual assurances of the direct supplier,
- the implementation of control measures on the basis of the agreed control mechanisms with which compliance with the human rights strategy at the direct supplier is checked.

#### c) Remedial measures

If an actual or imminent violation of human rights or environmental obligations is identified in its own business or at a supplier, Meyer Burger will take appropriate remedial action to prevent, end or minimize the extent of such a violation.

For the company's own business area, this means immediately preventing the implementation or stopping the infringing action.

With regard to suppliers, the specific remedial measures to be taken will be examined on a case-by-case basis. If necessary, these can lead to the temporary suspension or termination of the business relationship.

#### d) Measures relating to indirect suppliers

If Meyer Burger obtains substantiated knowledge of a possible violation of human rights or environmental obligations by indirect suppliers, Meyer Burger will immediately report this to the supplier:

- carry out a risk analysis,
- Define appropriate preventive measures with the polluter,
- develop a concept for minimizing and avoiding the violation of a protected legal position or environmental obligation with the polluter and work towards its implementation, and
- have the declaration of the direct supplier to the upstream supplier updated.

#### 4. Effectiveness control

The effectiveness and timeliness of the described process and measures are reviewed regularly and on an ad hoc basis.

## VI. Complaints procedure

Meyer Burger has established a complaints procedure under the LkSG.

Complaints and information can be submitted via our electronic whistleblower system in the footer of the Meyer Burger website at [www.meyerburger.com](http://www.meyerburger.com).

Alternatively, they can also be submitted via email: [tip@meyerburger.com](mailto:tip@meyerburger.com) or by post.

Complaints can be sent by post to the following address:

### **Meyer Burger (Germany) GmbH**

Human Rights Officer  
An der Baumschule 6-8  
09337 Hohenstein-Ernstthal

## VII. Documentation and reporting obligations

Meyer Burger will continuously document the measures taken as part of risk management.

Based on the risk analyses carried out, an annual report is prepared, which is submitted to the responsible supervisory authority, the Federal Office of Economics and Export Control, and made available to the public on the website [www.meyerburger.com](http://www.meyerburger.com).

## VIII. Further development of our processes

Respect for human rights and the implementation of human rights due diligence in operational processes is an important contribution to improving the human rights situation for Meyer Burger. For this reason, Meyer Burger will ensure that the due diligence obligations arising from the LkSG are complied with and continuously adapted to developments in the human rights situation.

The same applies to environmental issues.

## IX. Miscellaneous

This policy statement comes into force on January 1, 2024. No rights of individuals or third parties can be derived from it.

This policy statement is reviewed and updated regularly and on an ad hoc basis if changes or additional risks are identified.

As at 28.12.2023