



Policy Statement of the ERC MSR GMBH

on compliance with human rights and the protection of the environment in accordance with the requirements of the *Act on Corporate Due Diligence to prevent Human Rights Violations in Supply Chains (LkSG)* of 16 July 2021.

The *ERC MSR GmbH* is aware of its responsibility as an internationally acting company. It is therefore committed to safeguarding human rights and environmental protection in its own actions and along its own supply chains. The *ERC MSR GmbH* shapes its business relationships socially for all parties involved with a view to the 2030 Agenda for Sustainable Development. With this policy statement, we expressly commit to preventing the risks listed in §2 of the German Act on Corporate Due Diligence in Supply Chains (LkSG); and are committed to protecting internationally recognized standards.

The global networking of supply chains and cooperations, as well as technical progress, have led to a complex interdependence of international markets. Taking advantage of the associated opportunities and minimizing risks is one of the challenges of an internationally active company like ours. It is our concern that internationally recognized human rights and environmental protection are consistently observed in business relationships and that their enforcement is supported by transparency.

We, the *ERC MSR GmbH*, are committed to respecting, protecting and complying with the human rights of the individual and the protection of the environment. As a company, we stand by this responsibility without exception. The company's management is committed to this and ensures that all participants comply with entrepreneurial diligence in each of our business areas in the day-to-day course of business.

We analyze risks and opportunities and derive appropriate measures. Therefore, we train our employees and encourage them to report any conflicts with and suspected violations of this policy statement. The management and management staff of *ERC MSR GmbH* can be contacted for this purpose. They are also available for information provided from our partners and third parties.

For the *ERC MSR GmbH*, equal rights for all are a matter of course. We do not tolerate discrimination based on gender, descent, race, language, homeland and origin, faith, religious or political views or disability. We expressly oppose any use of physical, sexual, and psychological violence and harassment. We reject corruption as well as child labor, forced labor and human trafficking. Our understanding of the protection of human rights also includes paying fair wages, working towards decent local working conditions, and preventing the exploitation of children.

The *ERC MSR GmbH* is committed to adhering to these principles. These values are known within the *ERC MSR GmbH*, are applied, and additionally secured by appropriate measures.

We also involve our partners in our efforts by making sure that they also have an equal claim to human rights and environmental values when selecting our business partners. Therefore, we also call on our suppliers to ensure that they do not violate any of the prohibitions listed in §2 (2) and (3) of the LkSG and to take adequate measures to protect them.

Buchholz i.d.N., 2023-09-29



Almin Bajric
Managing Director ERC MSR GmbH

MSR

ERC Messen Steuern
Regeln GmbH
Bäckerstraße 11–13
21244 Buchholz i.d.N.
Germany

USt-IdNr.
DE297907824
St. Nr. 1520222774
HRB 204686 Tostedt

Geschäftsführer
Almin Bajric

DZ Bank AG
IBAN: DE12 2006 0000 0000 1382 63
Swift/BIC: GENODEFF200

Volksbank Lüneburger Heide eG
IBAN: DE22 2406 0300 2800 1974 00
Swift/BIC: GENODEF1NBU

Commerzbank AG
IBAN: DE72 2404 0000 0436 1663 00
Swift/BIC: COBADEFFXXX