



Supplier Declaration for the Protection of Human Rights and the Environment

REFLECTS GmbH is aware of its social responsibility with regard to the environment, safety, health and the observance of human rights. Our conduct in business is likewise guided by these leading principles. This includes REFLECTS GmbH taking measures to ensure that we act in accordance with these fundamental values.

In 2021, the German Bundestag passed the Supply Chain Due Dilligence Act (LkSG), which requires companies with 3,000 or more employees to organize their supply chains in accordance with internationally recognized human and environmental rights. The legislation is based on the UN Guiding Principles on Business and Human Rights.

The main provisions of the LkSG can be found in the downloads on our website. As a supplier, we undertake not to violate any of the provisions of Section 1 of the LkSG (human rights risks) and Section 2 (3) of the LkSG (environmental risks). Furthermore, we will endeavor to pass on this obligation to our suppliers as well.

Despite all due care, we are aware that violations may occur. Therefore, we have voluntarily established a complaints mechanism:

Notices help us protect our company, our colleagues and our business partners in the event of legal violations. They give us the opportunity to uncover irregularities at an early stage, avert damage and act in cases of doubt and within our scope of influence.

Acting as an impartial ombudsman for complaints under the Supply Chain Act:

SBB-Consulting UG (hb)

Mr. Johann Böhmer

Salierring 32

50677 Cologne

The ombudsman is subject to professional secrecy and can be contacted via a dedicated e-mail address. Information about the reporting party is not disclosed and confidentiality is guaranteed. The requirements of the DSGVO are complied with. Reporting parties are protected from reprisals. Mr. Böhmer acts as an intermediary between the whistleblower and REFLECTS GmbH.



Information can be sent to complaint@reflectscompliance.com and will be passed on neutrally to us for processing under the mediation of the ombudsman while preserving your anonymity. The ombudsman will keep you informed about the progress of the process. Furthermore, it is of course possible to contact the respective superiors or known contact persons at REFLECTS GmbH directly. In cases of doubt, our ombudsman will advise you on how to proceed.

In the event of any discrepancies between the languages used in the declaration, the German version shall take precedence.

January, 2024

REFLECTS GmbH

A handwritten signature in black ink, appearing to read "Meinhard Mombauer". The signature is written in a cursive, flowing style.

Meinhard Mombauer

CEO