

Declaration of Principle

At WISAG, respecting and upholding human rights is an indispensable part of responsible corporate governance.

"We" and "WISAG" in this policy statement refer to AVECO Holding AG and all its affiliated companies, including WISAG Dienstleistungsholding SE, WISAG Facility Service Holding SE, WISAG Industrie Service Holding SE, WISAG Aviation Service Holding SE, WISAG Service Holding Europa GmbH, and the respective business units belonging to these divisions.

Description of Human Rights and Environmental Risks

Based on our analysis of potential human rights risks associated with our business activities, we focus on the following human rights areas:

Working Conditions and Fair Pay

We ensure that employee remuneration meets industry and labour market standards, adheres to minimum wage legislation, and complies with applicable collective agreements. Employees are paid promptly, with transparent and easily comprehensible calculations of their remuneration.

We comply with all applicable laws regarding working hours, ensuring appropriate work hour limitations, breaks, and regular paid holidays.

Occupational Health and Safety

The safety, health, and well-being of our employees, business partners, and customers are paramount. In line with legal regulations and industry standards, we provide a safe and healthy working environment to maintain the health of our employees, protect third parties, and prevent accidents, injuries, and work-related illnesses. We emphasise compliance with safety regulations at all times to protect individuals and the community.

Freedom of Association and Collective Bargaining

We respect the right of our employees to join or not to join a trade union or employee representative body of their choice. We recognise and respect the right to collective bargaining within the framework of applicable laws. Employees acting as employee representatives are not disadvantaged or favoured in any way.

Diversity and Non-Discrimination

We foster an organisational culture characterised by mutual respect and appreciation for each individual. Our HR processes ensure recognition of the diverse skills and talents of all employees. We value societal diversity within and outside our organisation and recognise the potential it brings. We have signed the Diversity Charter for Diversity in the World of Work and implement its contents within our organisation.

Expectations of Employees and Business Partners

This policy statement is binding for all managers and employees. It is implemented by executive bodies and site managers in all business processes.

The policy will be made available to all employees and their representatives and will be published. We will coordinate communication measures with the Group Works Council and other employee representatives as necessary, ensuring accessibility for employees without direct IT access.

We also outline our standards and expectations for our business partners. We expect them to commit to respecting human rights and to ensure compliance through appropriate measures in their organisations and supply chains, at least in accordance with legal requirements.

Risk Management and Reporting

Our commitment to human rights is reflected in regular risk assessments and due diligence reviews, or in the event of suspicious circumstances. A designated Human Rights Officer, reporting directly to the Management Board of AVECO Holding AG, collaborates with cross-functional teams to design and validate preventive and remedial measures.

Upon identifying violations in our business area, we will take immediate action to end the violation of the identified human rights or environmental obligations. We raise awareness of the importance of these obligations through targeted training for our employees responsible for the procurement of goods and services. Our aim is to set and communicate these requirements to all our suppliers and subcontractors (collectively referred to as suppliers).

We ask our direct suppliers to contractually recognise our standards on human rights in general and working conditions in particular, to comply with them themselves, to pass on these obligations in any supply chain and to monitor compliance with them in accordance with legal requirements. We support our suppliers in their implementation, for example in the form of information or the opportunity to participate in training courses.

We reserve the right to audit direct suppliers for compliance with these obligations and take appropriate action in case of violations, which may include immediate remediation plans or termination of the business relationship.

We regularly review the effectiveness of our preventive measures, at least annually, and whenever there is a significant change in the risk situation. An annual report will be published detailing our due diligence obligations, risk assessment results, and derived measures.

Remedial Measures and Complaints Procedure

If there is a risk that our business activities may cause or contribute to negative human rights impacts, we have a procedure in place to assess, modify, or discontinue such activities.

We encourage our employees and those in our supply chain to report suspected violations of this Human Rights Policy through our complaints procedure. To facilitate this, we have communicated the reporting channels to the complaints office (email, telephone hotline, or through the responsible HR departments or respective supervisors). Additionally, the rules of procedure are accessible on the intranet and in information letters. We have also ensured that employees without their own access to our IT systems can reach the complaints office at any time.

Our business partners and third parties can report potential violations of this policy statement and other potential human rights impacts via email and telephone. Contact channels and procedural rules are published on www.wisag.de.

Signed, Michael C. Wisser