



# HUMAN RIGHTS & UK MODERN SLAVERY STATEMENT

Version	Updated by	Date
1.0	Group Compliance /vem	November 2024
1.1	Group Compliance /vem	June 2025



## Content

Human Rights at Cicor .....	3
Our Human Right Priority Areas .....	3
The rights of an employee at Cicor.....	3
Impact on our customers .....	4
Our measures in the supply chain .....	4
Active inclusiveness .....	4
Human Rights Governance .....	4
Grievances and remediation.....	5
Approval.....	5
Disclosure .....	5



## Human Rights at Cicor

Cicor Technologies Ltd. and its affiliated companies (hereinafter named as "Cicor") has signed this statement to demonstrate its commitment to uphold and promote human rights.

At Cicor, we believe upholding human rights is fundamental to our purpose of building a better working world. We are committed to respecting human rights in accordance with the United Nations Guiding Principles of Business and Human Rights (UNGPs) and the Organization for Economic Co-Operation and Development (OECD) Guidelines for Multinational Enterprises throughout our value chain. Our commitment embraces all internationally recognized human rights, including but not limited to those contained in the International Labour Organization (ILO) Core Labour Rights Convention.

As a multinational company with a decentralized structure comprising manufacturing sites, and subsidiaries in 12 countries, Cicor is committed to conducting its business in a transparent and responsible manner. In line with Section 54 of the UK Modern Slavery Act, Cicor prepares and publishes this Human Rights Statement as an annual Modern Slavery and Human Trafficking Statement. This statement includes and outlines the steps we are taking to ensure that slavery and human trafficking are not taking place within our organization or in our supply chains.

We draw our understanding of these rights from the Universal Declaration of Human Rights, its related treaties and declarations, and the broader ethical reasoning behind their development. Our approach to respecting and upholding human rights is informed by the United Nations Guiding Principles on Business and Human Rights, which, among other things, state that businesses have a responsibility to:

- Avoid causing or contributing to adverse human rights impacts through their own activities, and address such impacts when they occur
- Seek to prevent or mitigate adverse human rights impacts that are directly linked to their operations, products or services by their business relationships, even if they have not contributed to those impacts

In addition to avoiding and mitigating potential harm, we seek to proactively support and promote human rights for the wider benefit of the communities in which we operate. We comply with national law wherever we operate. Our objective is to enhance the awareness and consideration of human rights across the Cicor network in the interests of all people and those with whom the Cicor interacts.

We do not tolerate threats, intimidation, or attacks against human rights defenders in relation to our business operations and relationships and expect third parties to follow the same policy. We recognize that bribery and corruption may lead to negative impacts on human rights, and we strictly prohibit all forms of bribery and corruption through our policy against bribery and corruption.

## Our Human Right Priority Areas

### The rights of an employee at Cicor

We are committed to upholding the human rights for our employees. Specifically, we strive to respect the following human rights, in accordance with our guidelines and frameworks, that we have identified to be most salient to the people, in our work environment:

- Health and safety — The right of all people to enjoy a physically and psychologically safe work environment
- Labor rights — The right of all people to just and favourable terms of employment
- Diversity, equity and inclusiveness — The right of all people to be respected and valued for their differences, with equitable opportunities and outcomes, in an inclusive environment where all can thrive



## Impact on our customers

As a global company, we recognize our role in the communities in which our entities operate. While the specific role of Cicor may be complex and indirect, it can still be consequential, and we have a responsibility to better understand how our companies' services and developments, and the customers receiving them, interact with human rights and the public interest at an individual and systemic level. In accordance with the Cicor Business Partner Code of Conduct, this includes taking steps to understand the risks of human rights violations in our downstream value chain.

## Our measures in the supply chain

Our responsibility to respect human rights extends beyond the direct operations of Cicor. We seek to influence the broad adoption of labour rights and maintain an active view of the human rights performance of our direct and indirect suppliers. In accordance with the Cicor Business Partner Code of Conduct, this includes taking steps to understand the risks of human rights violations in our upstream value chain, validating our assessment through supplier engagement, and supporting suppliers to reduce risk and remediate adverse human rights impacts.

## Active inclusiveness

Cicor continues to accelerate progress on diversity, inclusiveness and overall greater social equity. We actively work toward recognizing and addressing disparities, and creating a better, more inclusive working world for all. This includes proactive initiatives, system and process reviews, policies, learning and development, and external efforts around the world, for the benefit of both our employees and the people in our ecosystem. Example areas of focus and impact include procurement, internal talent processes, and collaboration with external stakeholders and communities.

## Human Rights Governance

At the most basic level, we operationalize our human rights obligations through our Code of Conduct, supported by a comprehensive communication and training program. More broadly, our ambition is to expand this training into more specialized programs and initiatives that seek to drive heightened awareness and capability regarding human rights. This will integrate human rights considerations into our decision-making and our broader engagement with civil society.

Our key documents governing human rights include, but are not limited to:

- **Cicor Employee Code of Conduct**, which sets out our global commitment to conducting business ethically and includes explicit respect for human rights and dignity.
- **Cicor Business Partner Code of Conduct**, which mandates our suppliers and partners uphold our labour rights standards and encourages the embedding of human rights principles within their organizations.
- Additional policies under the **Cicor Compliance & Sustainability Program**, which reinforce our human rights and anti-slavery commitments.

These policies are reviewed regularly and integrated into broader management systems to ensure alignment with evolving legal and ethical standards.

We apply human rights due diligence processes across our operations and supply chains to identify, assess, and mitigate the risk of modern slavery and other human rights violations. This includes pre-engagement risk assessments for business partners, supplier audits, and corrective action plans where issues are identified.

We conduct risk assessments focusing on countries, sectors, and suppliers where modern slavery risks are known to be higher. These assessments guide our supplier engagement strategy and inform ongoing monitoring priorities.



Cicor provides training to relevant employees and stakeholders to raise awareness about modern slavery, human rights, and ethical sourcing. This helps ensure that our teams can recognize and respond to potential risks effectively.

Several other guidelines are relevant to our human rights priority areas as shared in our Cicor Compliance & Sustainability program. We review and integrate Human Rights approaches into the management systems governing relevant parts of our business.

We evaluate the effectiveness of our human rights and modern slavery measures through key performance indicators (KPIs), such as:

- Percentage of suppliers reviewed through due diligence
- Number of identified human rights issues and remediation actions
- Completion rates of employee and supplier training programs

Our goal is continuous improvement, and we regularly review these indicators as part of our compliance monitoring.

## Grievances and remediation

Any human rights concerns arising within our business can be raised via the Integrity Line. The Integrity Line provides our employees, suppliers, customers and other stakeholders of the Company the option to confidentially report such concerns without fear of retaliation. We are committed to ensuring that all reports are appropriately heard, investigated and remediated as required.

## Approval

The Cicor Group Management Boards has approved this statement. This statement will be reviewed every two years and revised, if necessary, to continue to ensure its relevance in the course of time

## Disclosure

We communicate and report on our approach as part of our annual report shared on our website including key issues raised and actions taken. Our disclosures are reviewed as part of the assurance process of our annual reporting.

Bronschhofen, dated June 16<sup>th</sup>, 2025

**For Cicor Group and its affiliated companies**

---

Alexander Hagemann, CEO

---

Peter Neumann, CFO

---

Marco Kechele, COO