



POLICY STATEMENT

RESPONSIBILITY WITHIN THE FRAMEWORK OF THE GERMAN
SUPPLY CHAIN DUE DILIGENCE ACT

PUBLIC



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1. Management commitment

As a solution provider in the field of additive manufacturing, EOS AG is aware of its interconnectedness and responsibility within its own divisions and global supply chains. We can only be successful as a company in the long term if our business activities and those of our suppliers are responsible and in harmony with human rights and environmental protection.

The implementation of this declaration of principles in accordance with [§6 \(2\) LkSG](#) is controlled by the management of EOS AG and includes all due diligence obligations from the German Supply Chain Due Diligence Act (LkSG). This ensures that every area of our company is aware of its own responsibility for respecting human rights and implementing them on a daily basis. The aim of the management is to comprehensively establish the act through clear structures and responsibilities.

Furthermore, we recognize these international standards and guidelines:

- [United Nations \(UN\) Universal Declaration of Human Rights](#)
- [Principles of the United Nations Global Compact \(UNGC\)](#)
- [Fundamental Principles and Conventions of the International Labor Organization \(ILO\) on Labor and Social Standards](#)
- [Charter of Fundamental Rights of the European Union \(EU\)](#)
- [Minamata Convention on Mercury \(Minamata Convention\)](#)
- [Stockholm Convention on Persistent Organic Pollutants \(POP Convention\)](#)
- [Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal \(Basel Convention\)](#)

We always follow the law. Where local law and international human rights are not aligned, we will act in accordance with the higher standard. Where they conflict, we will abide by national law while seeking ways to respect international human rights as far as possible.

2. Risk management

At the beginning of our implementation of the LkSG, we designated one employee as the Human Rights Officer of EOS Holding AG and another employee as the Human Rights Officer of our largest organization, EOS GmbH, in accordance with [§4 \(3\) LkSG](#). Their tasks include the joint monitoring of risk management and reporting to the management of EOS GmbH and the Executive Board of EOS Holding AG at least once a year.

As a holding company with no operating business, EOS AG does not have its own supply chain. However, as the parent company of companies that offer systems, materials, software, services and consulting for industrial 3D printing, we are nevertheless aware of our global network and the associated risks. The supply chains of our affiliated companies are related to the [focus sectors](#) of chemicals, electronics, mechanical engineering and the metal industry. Accordingly, we face the following potential risks:



Risk	Chemicals	Electronics	Mechanical engineering	Metal industry
Consumer protection & product responsibility			x	
Labor conditions		x		x
Forced labor				x
Child labor & employment of young people		x		
Health & safety in the workplace	x	x	x	
Environmental protection & health	x		x	
Land use & property rights	x			x

As can be seen from the table, occupational health and safety in particular is a major potential risk for our supply chains.

Accordingly, we have implemented adequate risk management in accordance with [§4 \(1\) LkSG](#). We assess the risks in our own business area and in our supply chains on an annual basis as part of an overall, regular risk analysis in accordance with [§5 LkSG](#).

We consider the entire corporate environment and focus specifically on five relevant affiliated companies with regard to the upstream supply chains. We carry out an annual risk analysis for these companies, maintain an ongoing dialog and implement measures together.

In our efforts to respect human rights, we focus on the following stakeholder groups, which we identified as part of our materiality analysis. The identified stakeholders can be categorized into two main types of stakeholders:

- Affected stakeholders: Employees, end consumers, workers in the value chain, affected communities, nature
- Stakeholders who require transparency: Customers, suppliers, associations

3. Measures

Our measures are based on the duties of due diligence defined in [§3 ff LkSG](#). We review the effectiveness of these annually and on an ad hoc basis (see [§6-8 LkSG](#)):

- Preventive measures in our affiliated companies' own business units in accordance with [§6 \(1\) & \(3\) LkSG](#) and towards their direct suppliers in accordance with [§6 \(4\) LkSG](#): We have adapted both our internal Code of Conduct and our external [Business Partner Code of Conduct](#) in line with the requirements of the LkSG and require our business partners to exercise the same care along the entire supply



chain. We continue to provide our employees, management, colleagues from our purchasing department and suppliers with training material. We also carry out risk-based inspections of our suppliers.

- Complaints procedure in accordance with [§8 LkSG](#): In the 2022/2023 financial year, we implemented our [Speak up!](#) hotline, which globally covers our employees and people within the supply chains of our affiliated companies (i.e., direct and indirect suppliers) and is available digitally.
- Remedial measures in accordance with [§7 \(1-3\) LkSG](#): In the event that we obtain substantiated knowledge of an incident (e.g., through our [Speak up!](#) hotline), we have set up an emergency process in which our employees from Compliance, Legal, Sustainability, and Procurement evaluate the situation, end the case or develop a concept for ending or minimizing it and, if necessary, adapt or expand the preventive measures in accordance with the LkSG.
- Implementation of due diligence obligations in relation to indirect suppliers in accordance with [§9 LkSG](#): In the event of substantiated knowledge of an incident, an ad-hoc risk analysis is carried out, the need for control measures is evaluated, a concept for termination or minimization is developed cooperatively and, if necessary, our risk management and our policy statement are updated.

4. Communication

This declaration of principles is communicated both internally to all employees and externally to all business partners via our website. These stakeholders are also guided by the internal Code of Conduct and the external [Business Partner Code of Conduct](#). In order to sensitize all our employees to respect human rights and to impart the necessary expertise for the effective implementation of human rights due diligence processes in the relevant business areas, we carry out regular, mandatory training and further education measures within our company in the form of **training courses**, as can also be seen under [3. measures](#).

We expect our employees and partners to comply with applicable laws and guidelines and to respect human rights and environmental protection. **Violations are not tolerated** and are consistently pursued. Reports regarding environmental emergencies, discrimination or harassment, occupational health and safety issues, non-compliance with rules and regulations and unauthorized activities by business partners can be made anonymously via our [Speak up!](#) Hotline, as described under [3. measures](#).

In the sense of **proactive communication** of the policy statement, it is available in German and English. Internal communication is supplemented by intranet postings and dialog rounds to ensure that it is widely anchored. In addition, our suppliers and external business partners are made aware of compliance with the LkSG via our [Business Partner Code of Conduct](#) and the [General Terms and Conditions of Purchase](#).



We will document the fulfilment of our due diligence obligations internally on an ongoing basis from 2022 and retain this documentation for **at least seven years** in accordance with [§10 \(1\) LkSG](#).

Furthermore, from 2024, we will publish an **annual report** in accordance with [§10 \(2\) LkSG](#) on the fulfilment of our due diligence obligations from the previous year (starting in 2023) on our website and make it available there for seven years.

5. Annual improvement process

Respect for human rights and the integration of human rights due diligence into our operational processes are key elements of our commitment to improving the human rights situation along global supply and value chains. We are committed to continuously developing our human rights due diligence processes and prioritizing these effective measures. An important component is the identification of human rights risks and the evaluation of the effectiveness of our measures to prevent, minimize and remedy adverse impacts. This also includes incorporating the perspectives of the stakeholder groups we have identified in order to further develop and improve our process on an annual basis.

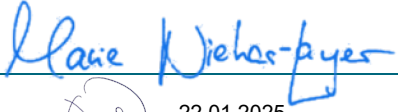



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