Policy Statement on the Human Rights Strategy

1. Introduction

1.1. The Mewa Group

The Mewa Group is a family-owned textile service company operating in Europe. It provides business customers (B2B) in 25 countries with workwear, cleaning cloths, continuous towel rolls, floor mats, parts cleaners and mops as part of a full-service offering, as well as personal protective equipment (PPE) available for purchase.

Tolerance, respect, fair play, humanity and openness to the world: these values define the standards that the Mewa Group, as a family-owned company, sets for its dealings with employees, customers and local communities. Mewa considers itself part of a community towards which it has responsibilities.

Strategy and International Outlook

Mewa combines modern management with the values-based approach of a fourth-generation family-owned company. Commitment, flat hierarchies and an environment in which creativity can flourish have always been defining characteristics of Mewa.

For decades, the core values of individuality, economic efficiency, qualifications, quality, investment, the environment and responsibility have guided our actions at Mewa.

Respect for people and the community also has a long tradition and is firmly embedded in our corporate culture. These characteristics and core values provide the framework for management's strategic decisions and for day-to-day activities at Mewa locations.

1.2. Our Commitment to Human Rights

The Mewa Group is committed to respecting internationally recognised human rights and aligns its business activities with the following internationally applicable standards and guidelines:

- the United Nations Guiding Principles on Business and Human Rights (UNGPs),
- the Ten Principles of the United Nations Global Compact (UNGC),
- the conventions and recommendations of the International Labour Organization (ILO) on labour and social standards,
- the OECD Guidelines for Multinational Enterprises, and
- the Universal Declaration of Human Rights (UDHR) published by the United Nations.

1.3. Mewa Code of Conduct

In addition to this commitment, Mewa has established an internal code of conduct. The Mewa Code of Conduct represents a voluntary commitment to responsible conduct, compliance with applicable rules and respect for human rights. It applies to all employees of the Mewa Group. The Mewa Code of Conduct provides practical guidance on compliant behaviour in various aspects of day-to-day business. Topics covered include "Fair Treatment of Employees and Business Partners", "Combating Corruption", "Protection of Trade Secrets and IT Security", "Occupational Health and Safety", and "Effective and Efficient

Sustainability", as well as the "Special Responsibility of Managers". Employees can access the Mewa Code of Conduct on the Mewa intranet or request it from the Human Resources departments.

2. Respect for Human Rights and Environmental Rights in the Supply Chain

2.1. Risk Management Procedures and Responsibilities

At Mewa, responsibility for risk management under the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz, LkSG) within the supply chain lies primarily with the following procurement roles:

- operational procurement (employee),
- procurement team leader,
- procurement group leader,
- head of procurement (business division; department head).

In addition, the Human Rights Officer has overall responsibility for risk management under the LkSG.

a.) Identifying, Assessing and Prioritising Risks

We regard appropriate human rights and environmental due diligence as an ongoing process and therefore regularly conduct risk analyses in our own business operations and supply chain:

I. Periodic risk analysis: Comprehensive risk analysis of all direct (tier 1) suppliers as part of the annual reporting cycle (ongoing).

II. Ad hoc risk analysis: Comprehensive risk analysis of individual or all suppliers on an ad hoc basis (e.g. supplier qualification during tendering procedures or supplier onboarding).

III. Ad hoc risk analysis where substantiated knowledge exists: Assessment of individual suppliers on the basis of specific circumstances giving rise to substantiated knowledge (knowledge of a specific risk). This also applies to indirect suppliers further down the supply chain (tier n).

The main components of our risk analyses are:

- macroeconomic risk analysis,
- microeconomic risk analysis, and
- internal supplier analysis.

The purpose of the risk analysis is to identify suppliers whose risk profiles are conspicuous due to their industry or country (macroeconomic factors), then assess (weight) and prioritise the identified risks and mitigate them through appropriate measures. Suppliers with a low risk profile are filtered out at various stages of the risk analysis process but may be reintegrated into that process at any time if specific indications of risk are received.

To ensure a continuous risk analysis process throughout the financial year, the Mewa Group uses a software solution.

To determine the appropriateness and scope of the corresponding preventive and remedial measures, risks are assessed against the following criteria:

- likelihood, severity and reversibility of the risk
- Mewa's ability to influence the supplier
- Mewa's contribution to causing the risk

b.) Preventive Measures

All Mewa business divisions are required, upon identifying risks within their own operations or at direct suppliers, to take preventive measures appropriate to the risks without delay, monitor the measures and review their effectiveness over time.

In addition to specific preventive measures addressing identified risks, Mewa has established mechanisms within its procurement practices and internal processes designed to prevent human rights and environmental risks.

Preventive measures include the Mewa Supplier Code of Conduct, through which we require our direct suppliers to fulfil their human rights and environmental due diligence obligations.

We consider building expertise among our employees and suppliers on human rights and environmental matters and due diligence obligations to be an essential element of prevention. We therefore regularly conduct training and professional development activities to raise general awareness, as well as specialised training for our procurement employees on topics such as implementing preventive and remedial measures.

c.) Remedial Measures

If, despite existing preventive measures, we become aware of violations of protected legal interests under the LkSG, remedial measures will be initiated without delay to end, minimise or prevent such violations.

Within our own business operations, the measures we initiate must be designed to bring the violation to an end.

In the event of violations involving direct or indirect suppliers, the responsible procurement personnel, together with the supplier concerned, draw up and monitor an action plan and timetable intended to end or minimise the violation.

The proposed remedial measures are coordinated with the line manager and the Human Rights Officer. The responsible procurement employee is responsible for implementing the selected remedial measures. Other roles and responsible functions are involved where necessary to implement a specific remedial measure.

If the remedial measures taken do not achieve the intended result, we terminate the business relationship with the supplier concerned as a last resort.

d.) Complaints Mechanism

At Mewa, we provide our employees and all external persons (e.g. suppliers, customers and stakeholders) with various channels for reporting violations of human rights and environmental rights in our own business operations or those of our suppliers:

- Contact the responsible buyer or on-site auditor directly
- General enquiries via info@mewa.de
- Contact the Human Rights Officer directly at HumanRightsOfficerLkSG@mewa.de
- Submit a specific or anonymous report via mewa.integrityline.app

Mewa uses EQS Integrity Line as its whistleblowing system within the meaning of the LkSG. The system can be accessed via the Mewa website and intranet, and both identified and anonymous reports can be submitted in accordance with the various German and European legal requirements.

e.) Human Rights and Working Conditions within the Mewa Group

In accordance with our core values, we are committed to treating our employees with respect and to respecting internationally recognised human rights. Our requirements include, in particular, preventing discrimination, ensuring occupational health and safety, respecting freedom of association, providing fair remuneration, and prohibiting all forms of child labour and forced labour.

Our own business operations comprise all activities relating to the production and use of products and the provision of services, irrespective of whether they are carried out at a location in Germany or abroad. Annual and ad hoc effectiveness reviews are also carried out in this area.

Identified risks are appropriately weighted and subsequently prioritised, after which they are addressed together with the respective responsible departments.

f.) Documentation and Reporting

For this purpose, an internal report is prepared once a year on the basis of the questionnaire developed by the German Federal Office for Economic Affairs and Export Control (BAFA). In particular, this report serves to promote transparency within the Mewa Group and to ensure structured documentation and traceability of the measures and activities undertaken as part of risk management. In this way, Mewa ensures that the implementation and further development of human rights and environmental due diligence obligations are documented regularly and systematically, even in the absence of a statutory reporting obligation.

2.2. Expectations of Employees and Suppliers

The Mewa Group expects all employees and suppliers to comply with applicable international human rights standards and laws. We are aware of our responsibility. Our human rights and environmental due diligence processes are designed to identify risks in our own business operations and throughout our value chain, prevent violations and end or minimise identified violations through appropriate measures.

2.3. Focus: Human Rights and the Environment

Respect for human rights and consideration of environmental risks are integral to the Mewa Group's approach to corporate management geared towards long-term business success. We also recognise that implementing human rights due diligence obligations within our own business operations and throughout our supply and value chains is an ongoing process.

As part of the regular and ad hoc risk analyses described in Section 2.1, we examine where human rights risks exist in our supply chains. Based on the results, we derive appropriate measures to prevent or minimise these risks. Both our own employees and workers throughout our supply chains are at the centre of our human rights due diligence efforts.