

# STATEMENT OF PRINCIPLES

Pursuant to Section 6, Paragraph 2 of the Supply Chain Due Diligence Act (LKSG)

# POLICY STATEMENT OF MÜLLER – DIE LILA LOGISTIK SE

pursuant to Section 6, Paragraph 2 of the Supply Chain Due Diligence Act (LkSG)

## **GENDER NOTE:**

For the sake of readability, the masculine form is used in this policy for references to people and personal nouns. In the spirit of equal treatment, such terms apply to all genders. The use of the masculine form is for editorial purposes only and does not imply any judgment. MÜLLER | DIE LILA LOGISTIK promotes a diverse and inclusive workforce at all times. We consider respect and tolerance toward the LGBTQIA+ community to be a given.

Effective: January 15, 2025

## 1. COMMITMENT TO RESPECTING HUMAN RIGHTS

As an internationally active company, Müller – Die lila Logistik SE recognizes its responsibility to work toward improving human rights conditions and protecting the environment throughout its supply chains. Müller – Die lila Logistik SE's specific responsibilities are set forth in the Code of Conduct for its own employees as well as in the Supplier Code of Conduct.

Müller – Die lila Logistik SE is committed to respecting, protecting, and upholding all human rights. The foundation for human and environmental rights—in day-to-day business operations and throughout international supply chains—is based on the following national and international standards, norms, and guidelines:

- ▶ Protection of human rights in accordance with the International Charter of Human Rights (OHCHR)
- ▶ UN Guiding Principles on Business and Human Rights (UNGPs)
- ▶ Declaration of the International Labour Organization (ILO) on Fundamental Principles and Rights at Work
- ▶ Principles of the United Nations Global Compact (UNGC)
- ▶ Guidelines of the Organization for Economic Cooperation and Development
- ▶ OECD Guidelines for Multinational Enterprises, as well

as

- ▶ Compliance with the law
- ▶ Respect for the individual and human dignity
- ▶ Prohibition of all forms of discrimination
- ▶ Fair and cooperative collaboration, both internally and externally
- ▶ Professionalism, sincerity, loyalty, personal responsibility, and integrity
- ▶ Respect for others and the environment
- ▶ Compliance with occupational safety standards and maintenance of a safe work environment
- ▶ Protection of the environment and ensuring sustainable business practices

This policy statement is intended to supplement national and international regulations.

To promptly identify and analyze violations of human rights and relevant environmental concerns along the supply chains, Müller – Die lila Logistik SE has established a risk management system. For identified risks, measures are developed to ensure compliance with human rights within the global supply chains.

## 2. VALUE PROMISES AND CORPORATE GOALS

Müller – Die lila Logistik SE's values include paying fair wages, working to ensure appropriate local working conditions, and preventing the exploitation of children. For Müller – Die lila Logistik SE, equality among people of all genders is a given, and no one is disadvantaged on the basis of gender, ancestry, race, language, nationality, origin, faith, religion, political views, or disability. Human trafficking, forced labor, and corruption are also rejected.

Environmental protection is a key corporate goal for our company; we aim to contribute to reducing the burden on the environment. The commitment to protecting the environment is a responsibility our company has toward our customers, our fellow human beings, and future generations.

Through our ISO 14001-compliant environmental management system and the active participation of all employees, we aim to contribute to sustainable development at our location. In designing our environmental management system, we also take into account current developments in our company's environment as well as the expectations and needs of interested parties.

We comply with the binding obligations relevant to us and, furthermore, commit to continuously improving our environmental performance. In all measures related to environmental protection, we are guided by the best available and economically viable technology

For us, operational environmental stewardship means taking a holistic view of business processes, analyzing them, and integrating environmental aspects to the greatest extent possible. In this way, we conserve resources and minimize the impact on the environment. The commitment to protecting the environment is documented in the environmental policy of Müller – Die lila Logistik SE (see the currently valid documentation on the quality and environmental management system).

### 3. IMPLEMENTATION OF DUTIES OF CARE

#### 3.1. Implementation and Approach to Risk Analysis

Müller – Die lila Logistik SE conducts regular and ad hoc risk analyses for its own business operations as well as for the supply chain. This includes, among other things, a group-wide analysis of all suppliers in Germany and abroad. All relevant organizational units are involved on a cross-functional basis to jointly identify, analyze, and prioritize risks. Risk management is continuously refined by updating the risk analysis annually and as needed. In particular, the effectiveness of preventive and corrective measures is reviewed and, if necessary, adjusted. To this end, Müller – Die lila Logistik SE draws on insights from, among other sources, audits, complaints received, and external experts.

Following an initial risk analysis, we consider the following risks within the supply chain to be the most relevant:

- ▶ Destruction of natural resources due to environmental pollution
- ▶ Unequal treatment in employment
- ▶ Hazardous waste
- ▶ Child Labor
- ▶ Freedom of association
- ▶ Occupational safety and work-related health hazards

which is why we prioritize monitoring in these areas.

Within our own business unit, no human rights or environmental risks as defined by the LkSG were identified as part of the annual risk analysis.

#### 3.2. Preventive and Remedial Measures

Based on the risk analysis, Müller – Die lila Logistik SE has established a consistent system of preventive and remedial measures aimed at counteracting environmental and human rights-related risks.

For the risks identified in the risk analysis and the identified high-risk suppliers, Lila Logistik has stipulated that the following preventive measures must be implemented within its own business unit and with respect to direct suppliers. (The development of these measures follows the risk analysis; therefore, implementation had not yet been fully completed at the time of the initial publication of this policy statement.)

Within its own business operations:

- ▶ Annual training of the workforce with reference to the internal Code of Conduct.
- ▶ Review as part of the annual internal audits.

For direct suppliers:

- ▶ For existing and new suppliers: One-time inclusion of the Code of Conduct as part of the contract.
- ▶ For identified high-risk suppliers: annual confirmation of the Code of Conduct plus media research to determine whether any incidents are known.
- ▶ For “problem suppliers” (actively non-transparent, unwilling to provide information, etc.), the Procurement Department and the Human Rights Officer will define individual measures in consultation.

If violations of due diligence obligations are identified by direct suppliers or within the company’s own business operations, appropriate, case-specific corrective measures must be taken.

The effectiveness of the corrective measures must be reviewed once a year and as needed.

### 3.3. Monitoring of Risk Management

We have defined clear responsibilities for fulfilling and adhering to our human rights and environmental due diligence obligations. The responsibility for complying with the obligations set forth here lies with the Human Rights Officer. The Human Rights Officer reports to management at least once a year and as needed on the risks, measures, and activities.

The Human Rights Officer is responsible for conducting an annual review of the effectiveness of risk management. This involves reviewing the risk analysis, including the effectiveness of preventive and corrective measures, as well as the effectiveness of the established reporting channels.

The relevant departments and committees (Compliance Committee, Human Resources, Quality and Environmental Management, Central Purchasing, Corporate Communications/Market Development, Works Council, Board of Directors) are responsible for operational implementation.

### 3.4. Complaint Management Procedure

Müller – Die lila Logistik SE ensures that violations can be identified at an early stage by establishing a complaint procedure. To this end, a system for reporting violations has been set up, which specifically enables suppliers, customers, and employees to submit complaints. The system is publicly accessible to all individuals. Upon receipt of a complaint, it is reviewed and processed; if a violation is confirmed, effective corrective measures are developed in collaboration with the parties involved. The effectiveness of the complaint management system is reviewed once a year and as needed.

We take the handling of all complaints very seriously. Further information on the implementation of our complaint management system can be found in our procedures for handling complaints, which is freely available here.

If you have any further questions, please contact our Complaints Management Team:

- ▶ Email: [compliance@lila-logistik.com](mailto:compliance@lila-logistik.com)
- ▶ By mail: Müller – Die lila Logistik SE Compliance Committee Ferdinand-Porsche-Str. 4 74354 Besigheim

### 3.5. Documentation and Reporting Requirements

Müller – Die lila Logistik SE is committed to transparency: For this reason, all objectives and measures for fulfilling due diligence obligations, as well as the results of risk management, are continuously documented. We provide information on the further development of risk management and the implementation of this statement in the non-financial section of our Management Report, as well as on the BAFA portal.

If you have any questions regarding the LkSG, please contact:

- ▶ Email: [compliance@lila-logistik.com](mailto:compliance@lila-logistik.com)
- ▶ Mail: Müller – Die lila Logistik SE Compliance Committee Ferdinand-Porsche-Str. 4 74354 Besigheim



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