

Declaration of Principles on Human Rights

Our environmentally friendly binders refine, bond, embellish and protect surfaces. As an independent and globally operating medium-sized company, Alberdingk Boley has been a partner to our customers for more than 250 years.

What sets us apart

- Highest quality products and service
- Technology and innovation
- A wide range of technologies
- A tradition of customer proximity
- A high appreciation of our employees
- Certified and practiced occupational safety
- Flexibility
- Sustainable thinking and action

We define our values and what defines us at Alberdingk Boley:

We are honest and authentic and behave in a serious and fair manner.

We manufacture environmentally friendly products and think and act sustainably. For this reason, we support and align ourselves with the guidelines of the UN Global Compact and promote the Sustainable Development Goals (SDGs).

This declaration of principles on human rights supplements the Code of Conduct of Alberdingk Boley GmbH. This is the basis and benchmark for all guidelines and regulations that ensure responsible and ethically impeccable behavior and actions within the Group in accordance with our vision of "Innovative-Sustainable-Customer-oriented".

Scope of application

This Alberdingk Boley GmbH Declaration of Principles on Respect for Human Rights applies to all employees.

We are committed to respecting and upholding all internationally recognized human rights that are relevant to our operations.

We also expect our suppliers to comply with our principles.

Declaration of Principles on Human Rights

The 10 principles of the UN Global Compact

Human rights:

Businesses support and respect the protection of internationally proclaimed human rights.

Businesses shall ensure that they are not complicit in human rights abuses.

Labor standards:

Businesses uphold the freedom of association and the effective recognition of the right to collective bargaining.

Businesses uphold the elimination of all forms of forced and compulsory labor.

Businesses are committed to the elimination of child labor.

Businesses are committed to the elimination of discrimination in respect of employment and occupation.

Environment:

Companies should follow the precautionary principle in dealing with environmental problems.

Companies take initiatives to promote greater environmental awareness.

Businesses accelerate the development and diffusion of environmentally friendly technologies.

Corruption prevention:

Companies are committed to combating all forms of corruption, including extortion and bribery.

With our management systems for occupational safety and the environment in accordance with DIN EN ISO 45001 and DIN EN ISO 14001, we take responsibility for the health and safety of our employees, partners and the environment.

Declaration of Principles on Human Rights

Analysis of relevant human rights for Alberdingk Boley GmbH:

By analyzing the respect for human rights of our business activities, we focus on the following topics and fields of action:

We respect the right of all to life, to liberty and to (social) security.

We reject all forms of slavery, torture - including degrading treatment - and child labor.

No one may be employed or forced to work against their will. This principle entails the exclusion of illegal employment and the recognition of every human being as a legal person and a right to privacy.

We respect the freedom of association and the right of our employees to join or not to join a trade union or employee representative body of their choice without threat or intimidation. We recognize and respect the right to bargain collectively within the framework of applicable laws. Employees who act as employee representatives will not be disadvantaged or favored in any way.

Alberdingk Boley GmbH complies with applicable laws and regulations on compensation and fair remuneration of employees regarding occupational health and safety regulations, as well as the right to leisure and recreation.

We are committed to environmental protection through our values.

Our environmentally friendly products help to protect the environment and climate. Nevertheless, we want to improve and contribute more to environmental protection and sustainability, so we have introduced measures and special programs to minimize these effects.

We do not tolerate discrimination or harassment based on characteristics such as gender, age, origin, religion, sexual orientation or political opinion. Any form of discrimination and harassment in the workplace is unacceptable.

Responsibilities and management

Management is responsible for the implementation of and compliance with Alberdingk Boley GmbH's policy statement on respect for human rights.

Declaration of Principles on Human Rights

Every employee is required to integrate the principles of respecting human rights into their daily work and to take them into account in their behaviour. The basis for this is our Code of Conduct.

Further development

We are aware that the implementation of human rights due diligence in our own business activities and in supply and value chains is an ongoing process.

For this reason, we would like to introduce a risk assessment and a grievance mechanism.

We are only at the beginning, but we accept this challenge and want to introduce measures for continuous improvement.

We will provide transparent information on implementation and developments.

Krefeld, November 14, 2023

Alberdingk Boley GmbH

Timm Wiegmann
(CEO) *

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** This document was created digitally and is valid without a signature!*