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For land and life.



Declaration of Principles on Respect for Human Rights

Implementation of the due diligence obligation pursuant to § 6 para. 2 Supply Chain Due Diligence Act (LkSG)

AGRAVIS Raiffeisen AG (AGRAVIS) is aware of its responsibility for people, animals and the environment. AGRAVIS recognises that its business activities and global supply and value chains can potentially cause adverse impacts on human rights. We are committed to respecting all internationally recognised human rights and focus on human rights due diligence processes.

With this policy statement, we present our human rights due diligence strategy to strengthen compliance with human rights and environmental obligations in the company and upstream supply chains and to prevent violations.

International standards and guidelines

We base our actions and cooperation with our suppliers and business partners in particular on the following standards and guidelines:

- The German Supply Chain Sourcing Obligations Act (Lieferkettensorgfaltspflichtengesetz)
- The principles of the UN Global Compact
- The Universal Declaration of Human Rights
- The conventions and recommendations of the International Labour Organisation (ILO) on labour and social standards
- The UN Guiding Principles on Business and Human Rights
- The United Nations Sustainable Development Goals (SDGs)
- The OECD Guidelines for Multinational Enterprises
- The European Convention for the Protection of Human Rights and Fundamental Freedoms

Guidelines and directives for employees and suppliers and business partners

In order to live up to our claim to uphold human rights and environmental standards, recognised standards at AGRAVIS are supplemented by guidelines and directives that represent a binding framework for action for our employees as well as for our suppliers and business partners. These include in particular:

- The AGRAVIS Group mission statement as a binding guideline for all employees and managers, in which economic, ecological and social aspects are harmonised as best as possible.
- The Code of Conduct, which is binding for all employees and also regulates dealings with each other.
- The „Code of Conduct for Suppliers and Business Partners“, which regulates the principles and requirements regarding compliance with laws, human rights and environmental standards in the supply chains.

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- The guideline „Guideline for Occupational Safety“, in which the company undertakes to organise itself in such a way that the health and safety of employees is not impaired.
- The guideline „Energy Policy“, which commits the company to sustainable management and environmental protection.

Risk management for compliance with due diligence obligations

We assess business risks with our established risk management system. This also includes human and environmental risks in our own business operations and in upstream supply chains. Risks are continuously analysed in the risk management system and measures for risk identification, risk minimisation and risk prevention are implemented. AGRAVIS also uses the services of ECOVADIS SAS for this purpose in order to be able to include independently determined information in the assessments.

Within the framework of risk management, relevant risks are identified, evaluated according to probability of occurrence and significance, and assigned to individual areas and responsible persons.

Based on the risk analysis, we have determined that we should intensify our efforts to improve occupational safety and equal treatment in the company as a matter of priority.

Preventive and remedial measures

In the risk management system, we have implemented suitable and appropriate preventive measures for internal company processes and for the supply chains in order to avoid human rights and environment-related risks in advance. On this basis, we will continue to develop the management processes accordingly in order to raise awareness among employees, business partners and suppliers.

In the event of possible violations of human rights or environmental obligations, we will take appropriate and adequate remedial measures to eliminate or minimise the extent of the violation.

Our expectations

We expect our actions to avert or reduce risks related to human rights and the environment. We expect our employees, suppliers and business partners to comply with applicable laws, conventions and binding guidelines. We will not tolerate any breaches of duty and will impose appropriate sanctions. As a last resort, violations by suppliers can also lead to the termination of a business relationship if actions are contrary to relevant regulations or if the supplier or business partner is not prepared to take the necessary measures to comply with the defined obligations or those associated with them.

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Continuous development

We understand the implementation of human rights due diligence as a continuous development process. We will analyse the effectiveness of the measures taken annually as well as on an ad hoc basis in order to be able to take current changes into account. We will also report annually on our approach, our progress and the commitments we have made with regard to human rights in our sustainability report.

Münster, December 15th, 2022

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