

Human Rights Policy

Hielscher Ultrasonics GmbH

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1. Purpose and Scope

Hielscher respects internationally recognised human rights, in particular the Universal Declaration of Human Rights, the core ILO labour standards, the UN Guiding Principles on Business and Human Rights, Hielscher is not a directly obligated entity under the German Supply Chain Due Diligence Act (LkSG); we nonetheless align this policy voluntarily with the prohibited practices listed therein. This policy applies to our own operations and, through contractual expectations, to direct suppliers and business partners.

2. Commitments

Hielscher prohibits and will not tolerate, in its own business or supply chain:

1. **Child labour** — no employment below the applicable minimum age; no hazardous work for minors.
2. **Forced labour, slavery, and human trafficking** — no prison labour, debt bondage, withholding of identity documents, or coercive recruitment practices (including excessive recruitment fees).
3. **Unsafe working conditions** — occupational health and safety standards are maintained; workers can report hazards without retaliation.
4. **Freedom of association** — workers may form and join unions or works councils and bargain collectively where permitted by law.
5. **Non-discrimination** — equal opportunity regardless of gender, origin, religion, disability, age, or other protected characteristics.
6. **Working time and wages** — compliance with local law on working hours, rest, and at least minimum or industry-comparable wages.
7. **Land, water, and environmental rights** — no unlawful taking of land or resources or causing of pollution affecting people's health and livelihoods.
8. **No severe human rights abuses by security personnel** in facilities we operate or contract.

3. Due Diligence in the Supply Chain

- Human rights risks are addressed in our purchasing process: supplier self-declarations, the Code of Conduct and Ethics, and risk-based supplier assessments and audits.
- Suppliers are expected to pass equivalent standards down their own supply chain.
- If a violation becomes known, Hielscher requires corrective action within a reasonable period (remediation plan); if remediation is not achieved, the business relationship will be suspended or terminated as a last resort.

4. Reporting and Remedies

Employees, suppliers, and third parties may report suspected human rights violations confidentially to compliance@hielscher.com (whistleblowing). Whistleblowers acting in good faith are protected from retaliation. Grievances are investigated promptly and documented.

5. Accountability and Review

Management is responsible for implementing this policy. The policy is reviewed at least annually and adapted to legal and operational changes.

Approved by the Management of Hielscher Ultrasonics GmbH.