

Hansgrohe Guidelines for Health and Environmental Protection, Occupational Safety, Quality Assurance and for the Fulfillment of Corporate Responsibility

In recognition of its social responsibility, the Hansgrohe Group consistently acts in such a way to provide for the occupational health and safety of its workforce, to ensure environmental compatibility, safety and the highest level of quality for its production processes and products, and to consider the company's ethical principles to the full extent. The Hansgrohe Group also expects its suppliers and service providers to accept the same responsibilities. This is reflected in the following guidelines which determine and guide the daily work of all employees within all corporate departments as well as collaboration with all business partners:

- In cooperation with you as our business partner, we fulfill the requirements of our customers and those who use our products.
- As our business partner, you observe all relevant statutory provisions and regulatory requirements; for this you cooperate with all authorities on a basis of mutual trust.
- As our business partner, you raise the awareness of all of your employees in their respective fields of responsibility for the importance of health and environmental protection, occupational safety and quality assurance and motivate them to participate actively in these areas.
- As our business partner, you subject all of your business activities to risk analysis on a regular basis in order to detect and eliminate potential sources of risk proactively; in addition, you investigate all known incidents or near incidents and analyze their causes as a means of revealing and eliminating any weaknesses. Based on this, you develop additional preventative strategies.
- As our business partner, you provide us with suitable technology, tools and procedures as well as all necessary information to support us as well as possible in implementing and fulfilling these guidelines.
- As our business partner, you cooperate closely with us as a client in order to ensure that your services and practices satisfy the requirements arising from these guidelines.
- As our business partner, you review the compliance with these guidelines in the context of your EMS management system and your risk management at regular intervals with the goal of further improving health and environment protection as well as occupational safety and quality assurance. Moreover, you have the effectiveness of your management systems and provisions audited regularly by independent institutions.

As our business partner, you guarantee the necessary resources to fulfill this policy.

These guidelines are made known to all suppliers who work for the Hansgrohe Group or on their behalf. They are also an integral part of the Hansgrohe Sustainability Report and can be viewed by the public on our website at www.hansgrohe.com.