

Mission Statement of the Hansgrohe Group

I Commitment: What we stand for as Hansgrohe Group

As a company with international ties, the Hansgrohe Group (hereinafter referred to as "Hansgrohe" or "we") sees itself as having a special responsibility to work towards improving the global human rights situation along our supply chains and to shape business relationships in a socially responsible manner with a view to the 2030 Agenda for Sustainable Development. Hansgrohe's increasing integration in global procurement and sales markets presents both opportunities and challenges. New markets and production sites are being opened up, creating jobs and prosperity. At the same time, however, risks also arise due to a lack of transparency and the frequent lack of enforcement of internationally recognized human rights in the supply chains.

II Our Mission: We take responsibility for people and the environment

Hansgrohe is committed to respecting and upholding international human rights standards within the Group and in the supply chain. We strive to operate in a socially and environmentally responsible environment. In a thoughtful manner, Hansgrohe is committed to acting ethically and responsibly and to respecting and promoting human rights and the environment. In line with this philosophy, Hansgrohe strives to promote compliance with responsible business standards and to respect and protect human rights and the environment.

Hansgrohe respects the dignity and rights of both individuals and societies. We respect the sovereignty of states and their role in enacting laws. It is the duty of states to protect human rights and it is our duty as a company to obey the law while respecting, protecting and upholding human rights. Acting responsibly, sustainably and lawfully is one of our core values and is firmly anchored in our corporate strategy. We strive to operate in a social and ecological environment, regardless of whether we are dealing with products, people or processes.

We are therefore expressly committed to respecting human rights in our own business activities and to promoting them along our value chain in cooperation with our suppliers.

III Scope and Governance: Our expectations

Our commitment to the promotion of human rights is based on the UN Guiding Principles on Business and Human Rights as well as the principles for the protection of human rights and environmental aspects in accordance with the German Supply Chain Due Diligence Act.

These principles apply to our employees in all areas of the company worldwide. With these standards, we oblige all employees to behave appropriately and lawfully towards colleagues and suppliers. This also meets our expectations. As we rely on our business partners, such as sales partners and suppliers, in our business activities and our direct suppliers in turn rely on other suppliers along the value chain, we also expect our direct suppliers to comply with these



standards and to pass on our commitment to respecting human rights and protecting the environment to their suppliers.

IV Implementation: What we do

1. Responsibilities

Overall responsibility for corporate due diligence, in particular for monitoring risk management, lies with the Executive Board of Hansgrohe SE. Within the Hansgrohe Executive Board, the Chief Personal Officer is responsible for compliance with human rights. The resulting tasks have been assigned to the Human Rights Officer.

Our Human Rights Officer monitors the implementation of and compliance with this Mission Statement in accordance with the job description and reports directly to the Executive Board. As part of the regular reporting process, the impact of our business activities on human rights and the environment as well as possible preventive and remedial measures are discussed and activities and guidelines are adopted. Our Human Rights Officer is closely linked to and supported by the following departments in particular: Compliance, Purchasing, E&S, Human Resources, Legal Department.

2. Risk management and risk analysis

We have introduced a risk management system, anchored it appropriately in all relevant business areas and ensured that it is monitored. We carry out annual and ad hoc risk analyses. We follow a multi-stage process in which a variety of quantitative and qualitative data sources are used to assess human rights and environmental risks.

The results of our risk analysis are communicated to the relevant decision-makers and taken into account when determining appropriate measures.

3. Preventive measures

In order to avoid or mitigate identified human rights and environmental risks, we have introduced preventive measures, the effectiveness of which we monitor on an ongoing basis and adjust as necessary.

3.1 These preventive measures include regulations aimed at our employees and direct suppliers:

- Masco Code of Ethics¹
- Masco Human Rights Policy²
- Masco Supplier Code of Conduct³
- Hansgrohe CSR Principals
- Regular training courses for our employees
- Raising awareness among our employees through communication
- Implementation of risk-based control measures
- Regular certification of our production sites
- Further prevention measures in relation to direct suppliers:
 - Development and implementation of procurement strategies and practices
 - Contractual assurance that our human rights and environmental expectations are met and appropriately addressed along our own supply chain

¹ <https://masco.com/sustainability/corporate-governance/>

² https://masco.com/wp-content/uploads/2022/08/LEGAL-358400-v1-Human_Rights_Policy.pdf

³ Weitere Informationen zu unseren Erwartungen an unsere Lieferanten sind in der Richtlinie Lieferantengeschäft dargelegt. Diese Richtlinie ist Teil des Ethik- und Compliance-Programms von Masco. <https://masco.com/wp-content/uploads/2022/09/Masco-Corporations-Supplier-Business-Practices.pdf>

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- Agreement on appropriate contractual risk-based control measures and their implementation and verification of compliance with human rights and environmental expectations
- Integration of expectations in supplier selection
- Other measures: Procurement work instructions, sending evaluation questionnaires to suppliers, obtaining evidence (e.g. certifications) from suppliers

3.2 Preventive measures regarding indirect suppliers

We also endeavor to ensure compliance with the standards with regard to indirect suppliers. If we gain substantiated knowledge of a (possible) violation at an indirect supplier, we carry out an incident-related risk analysis and take appropriate preventive and corrective measures.

4. Remedial measures

If we identify imminent or existing violations in our own business area, we will take appropriate corrective measures to prevent, stop or minimize them. If necessary, the preventive measures are adjusted immediately. The same applies - where possible - to breaches at one of our suppliers. If a breach at one of our suppliers is of such a nature that we cannot prevent it or end it in the foreseeable future, we will immediately implement a minimization concept based on our escalation and remediation plan.

5. Effectiveness test

We also regularly review compliance with the standards set out in this Mission Statement using risk-based control measures to check compliance with the human rights strategy. We also carry out ad hoc and regular monitoring measures if a significant change or expansion in the risk situation is to be expected.

Preventive and remedial measures as well as the complaints procedure and documentation are reviewed regularly, at least once a year, for their appropriateness and effectiveness, taking into account the interests of those (potentially) affected.

V Identified risks: Which risks we have identified

1. Risk analysis in own business area

No priority risks were identified in our own business division as part of the risk analysis.

2. Risk analysis in relation to direct suppliers

Based on the results of the risk analysis, priority risks were identified. We use our preventive measures to mitigate risks, continuously check their effectiveness and adjust them as necessary.

VI Complaints procedure: Where can I turn to

We have set up the Masco Ethics Hotline (www.stand4ethics.com) as a system for our stakeholders to submit complaints and reports on human rights and environmental violations. All questions and reports are treated confidentially to the extent permitted by local law. We expressly encourage our employees in particular to report suspected violations of this declaration of principles there. Further information on the Masco Ethics Hotline can be found in the Masco Code of Ethics.

VII Documentation and reporting: Where can I find up-to-date information?

Every year, we publish up-to-date information - particularly with regard to identified risks, measures taken and their assessment as well as conclusions from the assessment for future measures - in our sustainability report and in our annual report under the German Supply Chain Diligence Act. The reports can be accessed free of charge



at <https://www.hansgrohe-group.com/en/about-us/sustainability/reports-key-figures> and <https://www.hansgrohe-group.com/en/ueber-uns/group/zahlen-und-fakten>. The Mission Statement is also made available to employees on the intranet. We also update this Mission Statement on an ongoing basis.

Schiltach, December 11, 2023

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(Hans-Jürgen Kalmbach, Chief Executive Officer)

DocuSigned by:

(Frank Semling, Chief Operating Officer)

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(Christophe Gourlan, Chief Sales Officer)

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