

Mission Statement of the Hansgrohe Group

I. Commitment: What we stand for as the Hansgrohe Group

As a company with international ties, the Hansgrohe Group (hereinafter: "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 into global procurement and sales markets offers opportunities and challenges at the same time. New markets and production facilities are opened up, creating jobs and prosperity. At the same time, however, risks arise from a lack of transparency and the often lack of enforcement of internationally recognized human rights in 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 social and environmentally responsible environment. In a thoughtful way, 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 making laws. It is the duty of states to protect human rights and it is our job as a company to follow the law while respecting, protecting and complying with human rights. Responsible, sustainable and lawful action is one of our core values and is firmly anchored in our corporate strategy. We strive to operate in a social and environmental environment, whether it is people, products or processes.

We are therefore expressly committed to respecting human rights in our own business activities and 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 guided by the UN Guiding Principles on Business and Human Rights as well as the principles for the protection of human rights and environmental aspects under 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, suppliers, business partners and third parties. This is also in line with 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

The Executive Board of Hansgrohe SE bears overall responsibility for corporate due diligence, in particular for monitoring risk management. Within the Hansgrohe Executive Board, the Executive Board member for Human Resources is responsible for compliance with human rights. The resulting tasks were assigned to the Human Rights Officer.

Our Human Rights Officer monitors the implementation of and compliance with this policy statement in accordance with the job description and reports directly to the company's management. As part of the regular reporting, the impact of our business activities on human rights and the environment as well as possible prevention and remedial measures is discussed and activities and guidelines are adopted. Our Human Rights Officer is closely associated with and supported by the following departments: Compliance, Purchasing, EHS, Human Resources, Legal Department.

2. Risk management and risk analysis

We have introduced risk management, appropriately anchored it in all relevant business areas and ensured monitoring. We carry out risk analyses annually and on an ad hoc basis. In doing so, we follow a multi-stage process in which a variety of quantitative and qualitative data sources are used for the assessment of human rights and environmental risks.

The results of our risk analysis are communicated to the relevant decision-makers and taken into account appropriately 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 continuously monitor and adjust if necessary.

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

- Membership of the UN Global Compact¹
- Masco Code of Ethics²
- Masco Human Rights Policy³
- Masco Supplier Code of Conduct⁴
- Hansgrohe Risk Management Guide in accordance with the German Supply Chain Due Diligence Act
- Hansgrohe CSR principles
- Regular training opportunities for our employees
- Sensitization of our employees through communication
- Implementation of risk-based control measures
- Regular certifications of our production sites

¹ <https://unglobalcompact.org/what-is-gc/participants/166178-Hansgrohe-SE>

² <https://masco.com/sustainability/corporate-governance/>

³ https://masco.com/wp-content/uploads/2022/08/LEGAL-358400-v1-Human_Rights_Policy.pdf

⁴ Further information on our expectations of our suppliers is set out in the Supplier Business Policy. This policy is part of Masco's ethics and compliance program. https://masco.com/wp-content/uploads/2020/01/LEGAL-388678-v11-SBP_Policy_Final_2024_German.pdf

- Other preventive measures in relation to direct suppliers:
 - Development and implementation of procurement strategies and purchasing practices
 - Contractual assurance that our human rights and environmental expectations will be met and appropriately addressed along our own supply chain
 - Agreeing on appropriate contractual risk-based control measures, as well as implementing and verifying compliance with human rights and environmental expectations
 - Integrating expectations into supplier selection
 - Other measures: Procurement work instructions, sending evaluation questionnaires to suppliers, obtaining evidence (e.g. certifications) from suppliers

3.2 Preventive measures with regard to indirect suppliers

We also strive to comply with the standards with regard to indirect suppliers. If we become aware of a (possible) infringement at an indirect supplier, we carry out an event-related risk analysis and take appropriate preventive and remedial measures accordingly.

4. Remedial measures

If we identify imminent or past violations in our own business, we will prevent, terminate or minimize them by taking appropriate corrective action. If necessary, the preventive measures will be adjusted immediately. The same applies – if possible – to injuries at one of our suppliers. If an injury at one of our suppliers is such that we cannot prevent it or end it in the foreseeable future, we immediately implement a minimization concept based on our escalation and remedial plan.

5. Effectiveness test

We also regularly review compliance with the standards set out in this Mission Statement through risk-based control measures to verify compliance with the Human Rights Strategy. In addition, we carry out event-related and regular control measures if a significant change or increased risk situation is to be expected.

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

V. Identified risks: What risks we have identified

1. Risk analysis in the company's own business area

In the company's own business area, no priority risks were identified as part of the risk analysis.

2. Risk analysis in relation to **direct suppliers**

Based on the results of the risk analysis, no priority risks were identified. If a priority risk materializes, we would use our remedial measures to mitigate or terminate risk as per sec. IV para. 4. We continuously check these for their effectiveness and adjust them if necessary.

3. Risks in relation to **indirect suppliers**

We have not become aware of any violations by indirect suppliers. If a risk occurred, the same measures as for direct suppliers would be implemented.



VI. Complaint procedure: Where can I turn

We have set up a system for complaints and notices of human rights and environmental violations, the Masco Ethics Hotline (www.stand4ethics.com), for our stakeholders. All questions and comments will be treated confidentially, as far as permitted by local law. Above all, we expressly encourage our employees to report suspected violations of this policy statement. 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 – in particular with regard to identified risks, measures taken and their evaluation, as well as conclusions from the assessment for future measures – in our Sustainability Report and in our annual report under the German Supply Chain Due Diligence Act.

The reports can be accessed free of charge at <https://www.hansgrohe-group.com/de/ueber-uns/nachhaltigkeit/berichte-kennzahlen> or <https://www.hansgrohe-group.com/de/ueber-uns/group/zahlen-und-fakten>. Furthermore, the Mission Statement is made available to employees on the intranet. We also update this Mission Statement on an ongoing basis.

Schiltach, 11 December 2024

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