

Compliance with the human rights and environmental due diligence obligations of the B. Braun Group

The B. Braun group is committed to its responsibility to uphold and promote human rights as well as its societal obligation to preserve an intact environment.

In the course of our business activities, we respect international standards, in particular the applicable core labor standards of the International Labour Organisation (ILO), and are therefore committed to comply with the following (priority) principles for the protection of human and environmental rights:

Prohibition of child employment below the permissible minimum age at which compulsory education ends under the law of the place of employment, albeit the age of employment must not be less than 15 years. An exception is possible, if the law of the place of employment deviates from this regarding the minimum age for admission to employment (i.e., apprenticeship).

Prohibition of the employment of persons in forced labor: this includes any work or service performed by persons under a threat of punishment and for which they have not volunteered, for example as a result of debt bondage or human trafficking.

Prohibition of all forms of slavery: this includes all slave-like practices, serfdom or other forms of domination or oppression in the vicinity of the workplace, such as extreme economic or sexual exploitation and degradation.

Prohibition of unequal treatment in employment, for example on grounds of nationality, ethnic origin, social origin, health status, mental and physical disability, gender, sexual orientation, age, political opinion, religion or belief, unless this is reasoned based upon the requirements of employment; a difference in treatment includes, in particular, the payment of unequal pay for work of equal value.

Prohibition of withholding an adequate wage: the appropriate wage is at least the minimum wage established under the applicable law and is calculated according to the regulations of the place of employment.

Prohibition of non-compliance with the health and safety obligations under the law of the place of employment where this creates a risk of accidents at work or work-related health hazards, in particular due to manifestly insufficient safety standards, the lack of appropriate protective measures, the lack of measures to prevent excessive physical and mental fatigue (such as exceeding working hours), insufficient training and guidance of employees.

The prohibition of disregard for the freedom of assembly and association, according to which workers can freely consolidate or join trade unions. Forming, joining and being a member of a trade union must not be used as grounds for unjustified discrimination or retaliation. Trade unions are allowed to meet freely and in accordance with the law of the place of employment (this includes the right to strike and the right to collective bargaining).

The prohibition of environmental pollution, such as the cause of harmful soil change, water pollution, air pollution, harmful noise emission or excessive water consumption that significantly impairs the natural basis for the preservation and production of food, denies a person access to safe drinking water, impedes or destroys a person's access to sanitary facilities or harms a person's health.

The prohibition of eviction: the prohibition of unlawful eviction and the prohibition of unlawful deprivation of land, forests and waters in the acquisition, development or other use of land, forests and waters the use of which secures the livelihood of a person.



Implementation

This declaration sets binding framework conditions for our worldwide activities and applies to the B. Braun group's own business unit as well as to our global supply chains.

All companies of the B. Braun group are obliged to issue binding minimum rules in order to continue investing sustainably in harmony with the people and the environment for our future. This declaration statement may be supplemented by other national or company-wide directives.

The B. Braun group's comprehensive risk management helps to identify, record, assess, monitor and manage human rights and environmental risks that may arise in its own business area and in global supply chains.

Structure and responsibilities

The Management Board of B. Braun SE is responsible for compliance with the human rights and environmental due diligence obligations of the B. Braun group. Within the scope of application of compliance with human rights and environmental legislation, the Group Compliance Office monitors appropriate and effective risk management to comply with due diligence obligations. Responsibilities are anchored for relevant business processes in order to monitor the fulfilment of due diligence obligations.

B. Braun SE