

Human Rights Policy

At A.Gul KG, we are committed to upholding and promoting human rights in all aspects of our operations and value chains. We recognize the inherent dignity and equal rights of all individuals, and we strive to ensure that our business practices respect and support these principles. Our human rights policy is guided by the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidance for Responsible Business Conduct.

- 1. Respect for Human Rights:** We affirm our commitment to respecting the human rights of all individuals, including our employees, customers, suppliers, and communities in which we operate. We recognize and respect internationally recognized human rights standards, including but not limited to the Universal Declaration of Human Rights.
- 2. Non-Discrimination:** We do not tolerate discrimination in any form, including but not limited to race, ethnicity, gender, religion, disability, sexual orientation, or any other protected characteristic. We strive to create an inclusive and diverse work environment where all individuals are treated with respect and dignity.
- 3. Labor Rights:** We respect the rights of workers as set forth in international labor standards, including the right to freedom of association, collective bargaining, fair wages, safe working conditions, and freedom from forced labor and child labor. We are

Es gelten ausschließlich unsere **Geschäftsbedingungen**, die Sie unter www.gul.de/de/agb finden und welche wir Ihnen auf Wunsch gerne zusenden.

75172 Pforzheim, Germany
Am Waisenhausplatz 26
Telefon +49(0) 72 31 93 00 0
Telefax +49(0) 72 31 93 00 33
info@gul.de • www.gul.de

Ramat Gan, Israel
Diamantenbörse Maccabi-Haus
Telefon +972 3 575 1302
Telefax +972 3 575 1303
UST-IdNr.: DE 144 179 701

Banken:
Sparkasse Pforzheim Calw
US\$ Konto
Postbank Karlsruhe
Steuer-Nr.: 41316/61008

BIC: PZHSDE66 IBAN: DE58 6665 0085 0000 8831 15
BIC: PZHSDE66 IBAN: DE34 6665 0085 1225 0000 73
BIC: PBNKDEFF IBAN: DE94 6601 0075 0133 2427 52



committed to providing a safe and healthy workplace for all employees.

4. **Supply Chain Responsibility:** We recognize the importance of conducting human rights due diligence throughout our supply chains. We are committed to working with suppliers who share our commitment to human rights and who adhere to ethical business practices. We strive to address any human rights risks and impacts associated with our supply chains through dialogue, engagement, and collaboration with our suppliers.
5. **Community Engagement:** We seek to engage with and support the communities in which we operate. We respect the rights of indigenous peoples and other vulnerable groups and seek to ensure that our business activities do not negatively impact their rights or well-being.
6. **Transparency and Accountability:** We are committed to transparency and accountability in our human rights efforts. We will regularly communicate our human rights policies and practices to stakeholders and will strive to address any grievances or concerns in a timely and effective manner.