



Finanzinformatik Statement of Principles on Human Rights

We contribute to a sustainable supply chain that respects human rights by minimizing potential negative impacts of our products and services on our customers and other stakeholders within the value chain. Our understanding of human rights also includes the environmental aspects protected by the Act on Corporate Due Diligence Obligations for the Prevention of Human Rights Violations in Supply Chains (Lieferkettensorgfaltspflichtengesetz - LkSG).

We observe the UN Guiding Principles on Business and Human Rights. In this context, we are committed to respect, protect and comply with the human rights of individuals. We do this, of course, even if human rights are not protected in the same way in other countries.

By establishing a risk management system and conducting risk analyses, we are able to identify, analyse and prioritise violations of human rights along our supply chains in adequate time. Our internal processes enable us to deal with identified violations as well as third-party notices and to take appropriate measures aimed at working toward compliance with human rights within our supply chains. In our understanding, this includes, firstly, not treating anyone

in a discriminatory or disrespectful manner on the basis of ethnic and cultural origin, nationality, gender, parenthood, marital status, age, disability, faith, ideology, sexual orientation and social status, but acting in accordance with the principle of equal opportunities and the EU's equal treatment directives. Secondly, ensuring fair working conditions and wages is of great importance in order to guarantee a working environment that is as healthy and hazard-free as possible. We also stand against all forms of bribery and corruption, exploitation of children, forced labor and human trafficking. We apply these human rights-related expectations not only to our employees, but also to our suppliers in the supply chain.

To promote and ensure our contribution to the sustainable supply chain, we train our employees to live the aforementioned values in their daily work and to recognize and avoid violations of them. Likewise, we provide for training and education as needed to enforce contractual assurances, as well as appropriate contractual control mechanisms to ensure compliance with human rights-related and environmental obligations at our suppliers. We expect them to address these issues appropriately along the supply chain.



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We have established a complaints procedure through our whistleblowing system. This enables employees and third parties to point out human rights and environmental risks as well as violations of human rights or environmental obligations that have occurred as a result of the economic activities of our company in its own business area or those of one of our suppliers.

The management of Finanz Informatik is responsible for this declaration of principles and its implementation. The central coordination and monitoring

of the guiding principles for the protection of human rights set out here is carried out by our Legal and Compliance department. This department is the central internal responsibility for human rights protection and the function of the Human Rights Officer. Responsibility for implementing the supply chain-specific due diligence requirements remains to the individual departments within the scope of their respective responsibilities, which ensure respect for human rights in their work.

Management of Finanz Informatik

In case of any different interpretation of this Statement in German and English, the German version shall prevail.