

Human Rights Policy Statement

tesa a global enterprise with over 60 subsidiaries and more than 5,300 employees takes its responsibilities within its global supply chains seriously. Our company will only be successful in the long term if we do business in harmony with people and the environment, and if we live a corporate culture that is built on appreciation and respect.

Our Commitment to Human Rights

tesa is dedicated to upholding and strengthening human rights, both within our own operations and throughout our business relationships. This commitment applies to our employees, temporary workers, contractors, suppliers and other business partners and includes respect for internationally recognized labour and human rights standards, including the prohibition of child labour, forced labour and discrimination, and the protection of freedom of association and collective bargaining rights. We signed the United Nations Global Compact in 2006 and aligned our business activities with internationally recognized social and environmental standards.

We adhere to the following international standards and guidelines:

- The United Nations (UN) Declaration on Human Rights
- The UN Guiding Principles on Business and Human Rights
- The OECD Guidelines for Multinational Enterprises
- The Fundamental Conventions adopted by the International Labour Organization (ILO)
- The UN Sustainable Development Goals

Due Diligence in Our Operations and Supply Chains

We have implemented an ongoing human rights due diligence process, including risk identification, risk assessment, preventive measures and regular effectiveness reviews. We regularly assess our supply chains using a risk management system to identify and address risks beyond our direct operations. Our risk screening and analysis tool enables us to evaluate approximately 11,000 direct and indirect suppliers. In a small number of cases (less than 1%), we identified priority human rights risks, primarily based on supplier location. These risks include forced labor, inequality, restrictions on freedom of association, freedom of speech, and corruption.

Indirect goods and services, such as logistics and plant engineering, present risks mainly related to health and safety, working conditions, and fair pay.

To address risks, we:

- Set clear requirements for suppliers
- Implement procurement strategies and purchasing practices, including supplier evaluations and audits
- Ensure safe, healthy working environments for our employees
- Provide training
- Regularly evaluate the effectiveness of our measures for continuous improvement

We are also committed to environmental and climate protection, supported by ISO-certified management systems at selected sites and a focus on renewable energy procurement.

Reporting and Remediation

Despite comprehensive due diligence, breaches may occur. We have established a reporting system accessible to all stakeholders, enabling whistleblowers to report infringements confidentially. We commit to investigating all reports, taking appropriate corrective or preventive actions, and imposing sanctions where necessary. tesa does not tolerate retaliation against any individual who, in good faith, raises concerns or reports suspected violations of this Policy Statement or applicable laws. Reports can be made confidentially and will be handled in accordance with applicable laws and internal procedures.

- Our tesa Whistleblowing Guidelines and platform (only available [internally](#) and [externally](#))

Guidelines and Policies

We apply group-wide guidelines that define expected conduct regarding human and environmental rights, including:

- Our tesa Code of Conduct (available both [internally](#) and [externally](#))
- Our tesa Code of Conduct for Suppliers (available both [internally](#) and [externally](#))
- Our tesa Purchasing Compliance Guidelines (only available [internally](#))
- Our tesa Corporate Giving Policy (only available [internally](#))
- Our tesa Environmental Guidelines (available both [internally](#) and [externally](#))
- Our tesa Product Safety Guidelines (only available [internally](#))
- Our tesa Occupational Health and Safety Guidelines (available both [internally](#) and [externally](#))
- Our Quality Guidelines (available [internally](#) and [externally](#))
- Our tesa ESG Compliance Policy ([internally](#))

Expectations for Ourselves and Our Partners

We expect our employees and business partners to fulfill their due diligence obligations, prevent violations, and comply with human rights, environmental requirements, and all applicable laws and company standards. We maintain a zero-tolerance policy for breaches, which may result in legal consequences, including termination of business relationships.

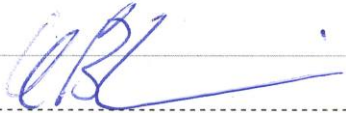
Continuous Improvement and Accountability

We are aware that implementing human rights due diligence requirements throughout the entire supply chain and value chain is a long-term process. We ensure our ongoing improvement by regularly reviewing our strategic approach and the measures we take. We continuously document the implementation and development of our due diligence requirements internally, and report transparently on this in our [Sustainability Report](#).

The Executive Board is responsible for implementing and ensuring compliance with this Policy Statement. The Chief Technology Officer, as a member of the Executive Board, oversees sustainability decisions and management. Corporate Sustainability Management coordinates activities, while specialist functions, regions, and subsidiaries implement measures at all relevant levels. Interdisciplinary teams oversee supply chain activities and risk management.

The implementation of this Policy Statement is supported by all relevant business functions and management levels, reflecting the shared responsibility for respecting human rights across the organization.

This Policy Statement is regularly reviewed, continuously enhanced, and adapted to meet new requirements.

		
Kouroush Bahrami Chief Executive Officer tesa SE	Dr. Jörg Diesfeld Chief Financial Officer tesa SE	Dr. Ingrid Sebald Chief Technology Officer tesa SE