

Human Rights Policy Statement

tesa – a global enterprise with over 60 subsidiaries and more than 4,700 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.

This is why tesa is committed to strengthening human rights and preventing human rights abuses, both in its own areas of activity and in relation to its business partners. We signed the United Nations Global Compact in 2006. This underscores our aim of aligning our business activities with internationally recognized social and environmental standards. In particular, we observe the following international standards and guidelines when doing business:

- The United Nations (UN) Declaration on Human Rights
- The OECD Guidelines for Multinational Enterprises
- The Fundamental Conventions adopted by the International Labour Organization (ILO)

In addition, we have been contributing to the United Nations' 17 Sustainable Development Goals (SDGs) since 2018.

How Do We Comply With Our Due Diligence Requirements?

tesa reviews its supply chains at regular intervals using a risk management system in order to identify specific risks outside its own areas of activity. A tool is used to support the risk screening and analysis process, and to assess suppliers.

Roughly 11,000 direct and indirect suppliers were evaluated during the initial risk analysis process. In a small number of cases (<1%), priority was given to identifying human rights abuse risks. The nature of the risks involved results primarily from the suppliers' locations. Such country risks include forced labor, inequality, suppression of freedom of association or assembly and of freedom of speech, and corruption.

The indirect goods and services involved relate primarily to logistics services (transportation and storage) and plant engineering. The main risks in these sectors are in the areas of health and safety at work, and working conditions (working hours and fair pay).

We comply with our responsibility to ensure fair supply chains by taking appropriate activities for the prioritized risks. We do this by formulating clear requirements that our suppliers have to meet. Equally, we implement appropriate procurement strategies and purchasing practices (including supplier evaluations and audits), guarantee safe, healthy working environments for our employees, hold training courses, and support aid projects. We regularly evaluate the efficiency of the measures that we have put in place so as to ensure continuous improvement. We are also continuously enhancing our environmental and climate protection activities. Among other things, ISO-compliant environmental and

energy management systems at selected sites play an important role at tesa. Another focus is on procuring renewable energy so as to meet our climate objectives.

We are aware that requirements may be breached despite our extensive due diligence activities and the relevant measures that we take. This is why we are introducing a reporting system that can be used by whistleblowers of all kinds – regardless of whether they have a contractual or business relationship with tesa, or the kind of relationship concerned – to report any infringements. We undertake to investigate any breaches reported, to take suitable countermeasures or preventive measures, and to impose appropriate sanctions.

In addition, we have introduced guidelines that apply throughout the group setting out how we and our business partners must behave in the areas of human rights and environment rights, and the framework for this. These include:

- 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 Whistleblowing Guidelines (only available [internally](#) at present)
- Our tesa Health and Safety Guidelines (available both [internally](#) and [externally](#))
- Our Quality Guidelines (available [internally](#) and [externally](#))

What Do We Expect of Ourselves and Our Business Partners?

tesa encourages its staff and business partners to comply with their due diligence requirements so as to prevent breaches of duty, and to comply with human rights and environmental requirements. Equally, we expect staff and business partners to comply with the law and with the applicable guidelines and company standards at all times. These basic expectations provide core rules of conduct that apply to dealings within and outside the company. We have a zero tolerance policy to breaches, which may lead to legal consequences up to and including terminating the relationships concerned.

Continuing Development and Responsibilities

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](#).

tesa's Executive Board is responsible for implementing and ensuring compliance with this Human Rights Policy Statement. The Chief Sustainability Officer, working together with the Global Executive Committee, is responsible for decisions relating to, and the management of, our sustainability activities. Corporate Sustainability Management plans

and coordinates our sustainability activities, while the specialist functions, regions, and subsidiaries implement the measures derived from this at the appropriate levels. The specialist functions within the company are responsible for, and take an interdisciplinary approach to, supply chain activities and risk management oversight.

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



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