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## “Declaration of Principles”

based on the “Industry Concept for Implementation of the Supply Chain Act (*Lieferkettensorgfaltspflichtengesetz; LkSG*) in Companies in the Furniture Industry” prepared by the Association of the German Furniture Industry ((*Verband der Deutschen Möbelindustrie; VDM*)) and the German Furniture Makers Quality Association (*Deutsche Gütegemeinschaft Möbel; DGM*)



## “Declaration of Principles Concerning the Act on Corporate Due Diligence Obligations in Supply Chains” (Supply Chain Act)

### Preamble

Being a company that maintains international relationships, **the baumann group [= Bauformat Küchen GmbH & Co. KG and Burger Küchenmöbel GmbH]** considers itself to have a special responsibility to seek improvement of the global situation for human rights along its supply chains and to structure and maintain its business relationships in awareness of its social and environmental duties.

The ever greater integration of the **baumann group [= Bauformat Küchen GmbH & Co. KG and Burger Küchenmöbel GmbH]** into global procurement and sales markets generates both opportunities and challenges. To be sure, new markets and production sites are opening up, creating jobs and prosperity; at the same time, however, risks also arise owing to a lack of transparency and the possibly inadequate enforcement of internationally recognised standards for human rights and environmental protection in supply chains.

**The baumann group [= Bauformat Küchen GmbH & Co. KG and Burger Küchenmöbel GmbH]** is committed to respecting, protecting and complying with the human rights of individuals and generally recognised environmental standards.

We as a company unhesitatingly acknowledge this responsibility and want to ensure that our suppliers also observe their human rights and environmental due diligence obligations in an appropriate scope.

### Procedures/Risk management

To ensure fulfilment of its responsibility and due diligence obligations pursuant to the LkSG, **the baumann group [= Bauformat Küchen GmbH & Co. KG and Burger Küchenmöbel GmbH]** has implemented a risk management system based on the concept of the Association of the German Furniture Industry and the German Furniture Makers Quality Association that enables the group to identify and assess risks related to acknowledged human rights and environmental standards in its own business activities and in the activities of its suppliers.

Based on the results of the risk assessment, **the baumann group [= Bauformat Küchen GmbH & Co. KG and Burger Küchenmöbel GmbH]** initiates appropriate measures to prevent and minimise human rights or environmental risks in its own business activities, in the activities of its direct suppliers and, if it has substantiated knowledge, in the activities of its indirect suppliers as well.

**The baumann group [= Bauformat Küchen GmbH & Co. KG and Burger Küchenmöbel GmbH]** realises the following measures (among others):

- *Appointment of a human rights commissioner*
- *Training of employees of the company and its direct suppliers regarding the realisation of the aforementioned fundamental values in day-to-day business and the conscious perception of violations of the values*
- *Annual and ad hoc risk analysis of our own business divisions and of the divisions of direct suppliers with regard to the aforementioned legally protected rights*
- *Implementation of suitable sourcing strategies and purchasing practices to address adequately the findings of the risk analysis, [e.g. contractual*

**assurance from direct suppliers that human and environmental expectations will be met and further addressed and may be reviewed if necessary and/or consistent selection of low-risk companies]**

- **Detailed supplier evaluation before initial procurement**
- **Establishment of a complaint procedure, including a defined process to be followed upon receipt of a report [more details can be found at <https://www.bauformat.de/unternehmen/lieferkettensorgfaltspflichtengesetz>]**
- **Annual and ad hoc audits of the effectiveness of risk management measures, annual meeting of an internal interdepartmental control loop, participation in the VDM/DGM industry committee/“LkSG” working group at VDM/DGM**

If violations of basic human rights or environmental values are identified by the risk management procedures, **the baumann group [= Bauformat Küchen GmbH & Co. KG and Burger Küchenmöbel GmbH]** covenants to define and implement without delay specific measures that lead to an end or minimisation of the violations — as expedient, jointly with the direct supplier or, if indicated as necessary, as ad hoc measures with the indirect supplier as well.

### **Prioritised human rights and environmental risks**

**The baumann group [= Bauformat Küchen GmbH & Co. KG and Burger Küchenmöbel GmbH]** stands for a wide range of human rights and environmental expectations that must be fulfilled both by the group itself and by its direct suppliers.

They include in particular:

- ***The payment of wages appropriate to the activity and in accordance with local statutory provisions***
- ***The maintenance of working conditions that comply with local statutory provisions on occupational health and safety and working hours***
- ***The prevention of any and all forms of exploitation, forced labour, slave labour, child labour, human trafficking, torture, unlawful seizure of land***
- ***Actions in accordance with the principles of equality, irrespective of gender, national and ethnic origin, language, homeland and origin, religion, political views or disability***
- ***Respect for the freedom of association***
- ***The prevention of unlawful evictions or other unlawful deprivation of land, forest or water***
- ***The prevention of the use of security forces if they are not controlled or instructed to ensure their respect for human rights***
- ***Protection of the environment from harmful soil, water and air pollution, harmful noise emissions and excessive water consumption, e.g. through waste disposal in accordance with local regulations and efficient use of energy and other resources***
- ***Compliance with the ban on the manufacture of products with mercury additives, the ban on the use of mercury in manufacturing and the ban on the treatment of mercury waste***
- ***Compliance with the ban on the production and use of chemicals in accordance with Article 3(1)(a) and Annex A of the Stockholm Convention of 23 May 2001 on Persistent Organic Pollutants (POPs) and the disposal of such waste using environmentally harmful methods***
- ***Compliance with the ban on the export and import of hazardous waste***

and any and all other aspects that promote the sustainable, social and environmentally aware development of society.

**Definition of the conduct concerning human rights and environmental protection expected of employees**

All employees are required to comply with and perform the duties of care to which **the baumann group [= Bauformat Küchen GmbH & Co. KG and Burger Küchenmöbel GmbH]** is committed.

**Definition of the conduct concerning human rights and environmental protection expected of suppliers**

We expect our business partners to commit as well to respect for human rights, the establishment of suitable due diligence processes to minimise risks to human rights and the environment, the prevention or termination of violations of human rights or environmental obligations or the minimisation of their impact and to the declaration that they have the same expectations from their own suppliers.

**Statement by the management:**

This declaration of principles is modified at regular intervals and as deemed expedient in response to specific circumstances to ensure its fulfilment of any necessary and relevant requirements.

**Questions and contact**

If you have any questions about this declaration of principles or other issues related to human rights or environmental concerns, please contact:

**Bauformat Küchen GmbH & Co. KG**

**Kattwinkel 1**

**32584 Löhne**

**Elif Özdere**

**Human Rights Commissioner**

**[menschenrechte@bauformat.de](mailto:menschenrechte@bauformat.de)**

Löhne, 02/01/2024

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**City, date**



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**Signature of the Company management**