

Declaration of Principles

for dealing with risks relating to human
rights and the environment

ALHO Group of Companies

Scope

For the ALHO Group of Companies*, it is of essential importance that it meets its social and ecological responsibilities to people and the environment along its supply chains as it carries out its business activities. Overall responsibility lies with the directors of the ALHO Group of Companies. The implementation and binding execution of this responsibility is controlled by a Human Rights Officer appointed by the directors. This is intended to ensure that all raw goods, materials and services are produced, supplied and provided in compliance with the internationally recognised human rights and environmental standards. In addition, all employees of the ALHO Group of Companies, irrespective of their activity, must be conscious of their responsibility in this respect and must always base their own actions on this.

Our Responsibility

Within the fundamental corporate position of the ALHO Group of Companies, upholding human rights and protecting the environment are key elements. In addition, identifying and minimising risks relating to human rights and the environment through the supply chains are duties that are self-evident. In this, the Group is guided by the following international guidelines and principles:

- the Sustainable Development Goals (SDG) developed by the United Nations concerning human rights and environmental protection
- the United Nations Universal Declaration of Human Rights (UN UDHR)
- the conventions and recommendations of the International Labour Organization (ILO) on working and social standards
- the Guidelines for Multinational Enterprises of the Organisation for Economic Co-operation and Development (OECD)
- the United Nations Convention Against Corruption (UNCAC)
- the UN Guiding Principles on Business and Human Rights

If risks relating to human rights or the environment or violations of human rights or environmental obligations are identified, the ALHO Group of Companies undertakes to introduce suitable measures to reduce or eliminate these. Collaboration with suppliers and subcontractors to maintain the necessary standards is essential in this context. The aim is to build up sustainable supply chains that will help to protect human rights and environmental standards whilst performing successfully at the same time. The ALHO Group of Companies also sees this responsibility as the opportunity to position itself as a conscientious, forward-looking regional company that would like to make a major contribution to the development of a sustainable society.

*The ALHO Group of Companies means all firms belonging to the Group.

Expectations of Employees and Business Partners

To maintain a sustainable working environment, it is expected that employees, suppliers, customers and all further business partners will avoid violations of human rights and environmental responsibilities according to the Law on the Duty of Care in Supply Chains (Supply Chain Act). If violations of this nature are identified, suitable measures will be implemented immediately. Depending on the field of activity and the associated risks which might occur, all employees are given training to make them aware of violations of the Supply Chain Act.

Risk Analysis

To assess the risks of the materials, products, processes and services in question, systematic risk analyses are carried out throughout the supply chains. The results of these are decisive for the selection of suppliers. To evaluate suppliers, data must be collected through surveys and audits of direct suppliers. This is done in the first place using a supplier self-declaration which is assessed in terms of the probability of occurrence and the degree of severity of the risks. Particular importance is attached to criteria such as compliance with working time guidelines, payment of the minimum wage, the proper and lawful disposal of waste and the removal of waste water. In addition, steps are taken to ensure that compliance with the requirements of the Supply Chain Act is regularly verified. Regular reports are published concerning progress made in the lasting improvement of protection of human rights and the environment in the supply chains of the ALHO Group of Companies. This also involves transparent discussions with business partners and other interest groups. In addition, the establishment of a reporting channel enables violations of human rights and environmental standards along the supply chain to be reported.

Prevention and Corrective Measures

To prevent violations of duties of care relating to human rights and environmental protection, preventive measures have been developed. If such violations are discovered, immediate measures are implemented to minimise the extent of the violations or to eliminate them. The effectiveness of the measures implemented is then reviewed as the occasion requires and once a year. If the measures taken do not have the intended effect, this can lead to the immediate termination of the business relationship. With this approach, the ALHO Group of Companies is fulfilling its business and social responsibilities.

The companies within the
ALHO Group of Companies

