

HUMAN RIGHTS POLICY OF THE ILF GROUP

This HUMAN RIGHTS AND LABOR RIGHTS POLICY applies to the entire ILF Group as well as all staff, including temporary employees, part-time employees and freelancers and to all activities by ILF.

We also encourage all our business partners to apply similar standards and policies in their businesses.

1. ILF unconditionally respects human rights.
2. ILF is fully committed to avoid causing or contributing to adverse human rights impacts through the company's own activities and addresses such impacts when they occur.
3. ILF seeks to prevent or mitigate adverse human rights impacts directly linked to the company's operations and also to services by the company's business partners.
4. ILF monitors the respect for human rights as part of its Compliance Management System (CMS).
5. In case of findings with regard to adverse human rights impacts, necessary actions shall be taken by ILF for future prevention and mitigation. Such actions also include adequate internal communication and, if deemed necessary, also external communication whereby maintaining commercial confidentiality and data protection.
6. Whereas all staff of ILF is committed to the human rights, ultimate responsibility lies with the Managing Directors.



Klaus Lässer,
CEO