

Declaration of principle Supply Chain Due Diligence Act

Responsibility for the implementation of this declaration of principles is managed by the Managing Director of the Group and the divisional heads of the business units. This ensures that every area of our company is aware of its own responsibility for respecting human rights and implementing them on a daily basis.

In accordance with the United Nations Guiding Principles on Business and Human Rights, we are committed to the principles of the following internationally recognized human rights frameworks and standards:

1. The United Nations Universal Declaration of Human Rights
2. The United Nations International Covenant on Political and Civil Rights
3. The United Nations International Covenant on Economic, Social and Cultural Rights
4. The conventions and recommendations of the International Labor Organization (ILO) on labor and social standards
5. The Declaration of Principles of the International Labor Organization (ILO) on Multinational Enterprises and Social Policy (MNE Declaration)
6. The Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises
7. The principles of the United Nations Global Compact (UNGC)
8. Charter of Fundamental Rights of the European Union.

To comply with international human rights standards, national laws and Mediahuis Aachen's policies, we conduct appropriate human rights and environmental due diligence to identify, assess and address potential and actual adverse impacts in our business activities and supply chain.

If it is determined that there is a risk that our business activities are causing or contributing to adverse impacts on human rights or the environment, we have a process in place to assess, modify, discontinue and/or correct the activity. We encourage our employees to report suspected violations of this Human Rights Policy through existing grievance or dispute resolution procedures. This includes local management and the relevant HR department. Our partners and third parties have the opportunity to report potential violations of this Human Rights Policy via compliance@mediahuisaachen.de.

The Central Services department is responsible for the day-to-day management and monitoring of human rights policy. It coordinates activities, sets priorities and leads company-wide efforts to respect human rights. Responsibility for implementation lies with the operational units, which ensure the integration of this policy in their respective areas of responsibility.



Andreas Müller

Managing Director Mediahuis Aachen