

## **DECLARATION OF PRINCIPLES**

Specialty Brokers is committed to responsible business practices. This policy statement defines our approach and requirements for the duty towards human rights within the company and with our business partners.

Specialty Brokers fully supports the Guiding Principles on Business and Human Rights and expects business partners and suppliers to respect human rights, including labour rights, in their business activities.

All business partners undertake to observe the respective applicable legal systems, as well as internationally recognised human rights regulations and the core labour standards of the International Labour Organisation (ILO).

All forms of abusive child labour are unacceptable, and the relevant ILO conventions, as well as all other regulations for the protection of children or young workers, must be respected.

All forms of forced or slave labour are prohibited. Workers shall not be forced into employment, directly or indirectly, either through force or by coercion.

The right to fair working conditions is to be respected. Workers are permitted to associate, organize peacefully and bargain collectively within the limits of applicable regulations.

Supplier activities should not lead to violations of the right to food, the right to water, the right to health and other key provisions of the core human rights covenants, which are also the basis of the Guiding Principles.

With this declaration, the company expresses its intention to advance the implementation of human rights due diligence within our sphere of influence.

Compliance with the human rights due diligence obligation is an integral part of the employment contract and the business relationship; as a matter of principle, all partners and employees commit to work according to those principles.

All company departments are to review and ensure the compliance of their actions and activities with the Guiding Principles.

Each department is also responsible for carrying out the process controls within its area of responsibility and for identifying and reporting any omissions or violations that have occurred.

The company will continue to inform its stakeholders and the public about this voluntary commitment and supports the imperative principal of transparency.