



Declaration of Principles on Human Rights

For GLOBUS Baumarkt, taking responsibility and contributing to environmental and social compatibility in the context of our activities is always a top priority. We are therefore committed to complying with and monitoring human rights (environmental) due diligence obligations throughout the entire company.

This policy statement on human rights puts our mission statement and values into concrete terms and forms the basis of our cooperation with our employees, suppliers and service providers. Together with the human rights strategy, we hereby provide the basis and the standard for all guidelines and regulations that ensure responsible action in this sense at GLOBUS Baumarkt.

Basic principles of our actions

Following our central guiding principle „Living Responsibility for People, Nature and Business“, we want to bear responsibility in our entire supply and value chain, i.e. in our own business area as well as in areas of our business partners. In terms of content, we base this policy statement, our human rights strategy, our commitment and our actions on the applicable laws as well as international standards and frameworks.

In this respect, the focus of our actions is the mitigation, avoidance and prevention of human rights and environmental risks.



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Compliance with due diligence obligations

In order to determine our focus of action in relation to existing legal due diligence requirements, we have conducted an analysis of potential risks related to human and environmental rights in our business activities. A risk management system has been established that filters potential risks within the framework of a risk analysis. To reduce and minimise risks, various mechanisms are in place to adequately prevent risks (e.g. codes of conduct and training regarding employees and business partners) and a catalogue of remedial measures (e.g. site visits). Preventive measures such as employee training in particular are carried out at regular intervals and serve to implement our standards in our daily activities. Remedial measures are closely monitored. We evaluate our measures in narrow time frames in order to check and establish the consistency of the measures in the long term.

In addition, we have a complaints management system that is designed to receive information on human rights-related and environmental risks.

These measures not only have an impact on our own business area, but also affect direct business partners and, in the case of substantiated knowledge of risks, indirect business partners as well.

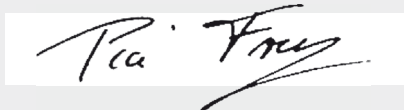
Our measures are reviewed and documented at regular intervals and made publicly available in accordance with legal obligations.

Scope

This policy statement defines the standard of our actions and applies to our employees in all GLOBUS divisions as well as to our business partners. It serves as an obligation for all company processes to behave appropriately towards employees and business partners with respect for the principles mentioned.



Timo Huwer
Spokesman of the
Management Board



Pia Frey
Managing Director



Gerald Neumayr
Managing Director

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GLOBUS Baumarkt Ost GmbH & Co. KG
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