



Elmos ESG Policies

Section:	Social
Chapter:	Human rights
Policy:	Upholding human rights
Coverage:	Elmos Group
Supported UN SDGs:	



Addressed GRI standards:	404, 408, 409, 413
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Elmos is aware of its duty of care in upholding human rights and ensures that its employees and suppliers and business partners do the same through its Code of Conduct for Employees and Code of Conduct for Suppliers and Business Partners. Our suppliers and partners must comply with the rules set out in our Supplier Code of Conduct and must also require their sub-suppliers to comply. This also applies to security personnel deployed at our production site in Dortmund, for example, who are provided by third parties.

Elmos acts in accordance with international human rights laws and in particular does not tolerate any form of human trafficking, child labor, forced labor, or other exploitation. We uphold and base our actions on international standards and principles, including the UN Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the fundamental principles of the International Labor Organization (ILO), the principles of the UN Global Compact, the OECD Guidelines for Multinational Enterprises and the UN Sustainable Development Goals (17 SDGs).

Examples of what is required by the Codes of Conduct include upholding international human rights, observing employee rights in line with national and international standards, and rejecting child labor, forced labor, and discrimination of all kinds.

All of our employees around the world receive regular training on the Code of Conduct and on compliance. In addition, Elmos' whistleblower system is available across the company for anonymous reports of Code of Conduct and compliance violations. All reported cases are investigated by the Chief Compliance Officer and significant violations of working standards and human rights are also reported to the Management Board. Contact person for the topic of human rights is our Human Rights Officer.

ESG policies	Whistleblower system
Accompanying documents	Anti-Corruption Guideline Code of Conduct for Employees Code of Conduct for Suppliers and Business Partners Policy Statement on Human Rights