

Human rights policy statement

The Hörmann Group's commitment to protecting human rights

As a global family business, the Hörmann Group is aware of its responsibility within global supply and value chains. The Hörmann Group respects human dignity and is committed to protecting human rights as well as promoting diversity and equal opportunities. We oppose all forms of child and slave labour and focus on the provision of safe and healthy workplaces, the responsible use of resources and the uncompromising implementation of environmental legislation.

Our actions are guided by international standards and guidelines such as the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights as well as the German National Action Plan for Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work as well as the ILO conventions, the OECD Guidelines for Multinational Enterprises, and the Ten Principles of the UN Global Compact.

Implementation of human rights due diligence obligations

The Hörmann Group regularly checks for human rights risks within its business and supply chain. When assessing risks, we use recognised indices and studies to identify country- and sector-specific risks. We also use internal data and information to identify actual risks of human rights violations in our supply chain.

To prevent human rights violations, we formulate clear requirements for our employees and business partners. Our internal code of conduct requires all employees of the Hörmann Group to protect human rights, to promote equal opportunities, respect, and tolerance, and to protect the environment, the climate and biodiversity. The Hörmann Group requires its suppliers and business partners to adhere to these principles as well. To us, the respect for human rights is a basic prerequisite for any business cooperation. Our requirements are set out in our Code of Conduct for business partners.

In addition, we take preventive measures in our own business area and regularly monitor their effectiveness. The prevention measures are anchored in company guidelines and include various training programmes for our employees. Preventive measures for our suppliers are specifically defined and implemented based on the results of the risk analysis.

The Hörmann Group has established a publicly available complaints procedure. The complaints procedure is available in over 20 languages and can be used at any time by our employees, the employees of our suppliers and business partners, and third parties to report human rights violations or breaches of environmental legislation in our supply and value chains. We are committed to investigating all reported information consistently and confidentially.

If a potential violation of human rights or environmental standards in our own business or in our supply chain is confirmed to be genuine, we immediately develop appropriate measures and systematically implement them. For the definition of these measures, we rely on the partnership and trusting cooperation with our suppliers and business partners and draw on the expertise of recognised international or local organisations where necessary.

For many years, the Hörmann Group has supported charitable social and cultural projects around the world that are [close to our heart](#). The common goal of all these projects is to promote education, social justice, and community engagement in marginalised groups. We aim to build on the experience gained from these projects and our collaboration with recognised local and international initiatives and organisations such as the German Agency for International Cooperation (GIZ) and the German Federal Ministry for Economic Cooperation and Development (BMZ) when defining remedial measures.

We report transparently and in accordance with legal requirements on the protection of human rights within the Hörmann Group and make the report publicly available. The external reporting is complemented by detailed internal documentation of our due diligence processes, which we also regularly check for effectiveness.

We take responsibility

Protecting human rights throughout the global supply and value chains is a continuous task that can only be accomplished together. We therefore call upon each and every individual to put this policy statement into practice so that we can uphold our responsibility for protecting human rights.

The personally liable partners of the Hörmann Group