



Declaration of Principles on Human Rights

1. Who we are

We are one of the largest and most modern shipyards in the world!

As a traditional company founded in 1795, future-oriented, ecological and socially responsible action has always been a matter of principle for us as the MEYER Group. For decades, cruise ships have been built in our modern production and building dock halls for international shipping companies and cruise enthusiasts all over the world. Our product portfolio also includes yachts, specialised ships and river cruise ships. We jointly develop innovative, environmentally friendly and energy-efficient technologies with our customers and partners.

In our activities we always observe, verify and respect the observance of and compliance with human rights. This also applies to environmental standards. We are firmly convinced that our foundation is shaped by the respectful treatment of our fellow human beings, the environment and nature.

2. Our commitment

We feel connected to people and the environment!

It is therefore our constant desire to maintain, promote and further improve the balance between the responsibility for people, the economy and ecology - all in the spirit of sustainability.

We, as the MEYER Group, are therefore expressly committed to protecting people and the environment.

We respect and promote the observance of human rights within our company, in all of our business relationships and all along our supply chains. This applies in equal part to compliance with environmental standards.

Our activities are always guided by internationally recognised human rights and, in particular, the values embodied in the respective current versions of the following regulations:

- Universal Declaration of Human Rights of the United Nations (UN UDHR) of 1948
- International Covenant of 19 December 1966 on Civil and Political Rights
- International Covenant of 19 December 1966 on Economic, Social and Cultural Rights
- **Declaration on Fundamental Principles and Rights at Work of the International Labour Organisation (ILO) of 1998, including the MLC.**
- ILO Tripartite Declaration of Principles concerning Multinational Enterprises of 1977
- Ten Principles of the UN Global Compact
- **United Nations Guiding Principles on Business and Human Rights of 2011.**



With regard to environmental standards, we promote compliance with the following conventions, particularly in their current versions:

- Minamata Convention on Mercury of 10 October 2013.
- Stockholm Convention on Persistent Organic Pollutants of 23 May 2001
- Basel Convention of 22 March 1989 on the Control of Transboundary Movements of Hazardous Wastes and their Disposal.

In addition, we respect and take into account numerous other written and unwritten environmental standards.

3. Implementation of this Policy Statement

The basis of our operations has been formed by extensive arrangements and mechanisms that we have established for ourselves so that human rights and environmental standards are respected and fulfilled.

In our company

Our utmost priority is the respectful and fair treatment of our employees, as well as the equally respectful and fair treatment of each other. We are committed to equal opportunities in the workplace. We have therefore devised a code for our internal values in our Social Charter and in our Compliance Guideline, both of which are accessible to all employees.

Together with our customers and partners, we develop environmentally friendly and energy-efficient technologies. We have therefore created internal structures that enable us to comply with the above-mentioned environmental standards.

Compliance with labour and social standards, values and norms has always been a matter of course for us.

We have created numerous points of contact within our company to ensure this. Our employees can turn to these points of contact at any time.

With our partners

In all our business relationships, we expect our partners to respect internationally applicable and recognised human rights as well as the above-mentioned conventions for the protection of the environment along our supply chains.

As part of our operational risk management, we have created extensive preventive measures to prevent human rights violations and non-compliance with the above-mentioned environmental standards. We thus use a comprehensive analysis, particularly in this respect, which enables us to identify concrete risks arising from our business activities with regard to compliance with human rights and environmental standards.



This risk analysis complements our long-established and proven (supplier) management system. We weigh and prioritise the human rights and environmental risks identified in our analysis using a specially created risk matrix. In this way, we identify and take into account country- and product-specific risks in particular. From the issues identified in this framework, we derive not only corrective but also preventive measures. We work particularly closely with partners from countries that have a higher risk potential for human rights violations or environmental risks in order to prevent human rights violations or environmental damage of any kind.

We continuously maintain several thousand direct relationships with suppliers who either directly or indirectly provide materials, equipment or services for the ship projects being built. We form different categories so as to determine the human rights and environmental risks. This results in different risk mappings, which are based on country-specific human rights and environmental hazard situations. In the analysis of our supply chains, we have identified an increased risk potential in the area of equal treatment, compliance with the country-specific minimum wage and respect for freedom of association. With regard to these potential risks, as well as the environmental risk of violations of rules on the disposal of waste that we have also identified, we pay particular attention to compliance with legal requirements within the supply chain.

Our preventive measures against violations also include audits and training sessions as well as the obligation of our business partners to comply with our Supplier Code of Conduct. If we become aware of risks and violations along our supply chains, we immediately ask our partners to minimise the risks and / or eliminate / stop the violations and take further measures if necessary. We reserve the right for ourselves to terminate the cooperation if we become aware of grievances that are not immediately remedied.

We have defined our requirements for our business partners in our Supplier Code of Conduct, which is based in particular on internationally recognised human rights, the conventions of the International Labour Organisation, applicable national legislation, collective agreements and the business principles of our companies. This Code of Conduct must be accepted by all our suppliers as an integral part of our purchasing contracts.

Despite the greatest possible sensitivity and care in our company, we are aware that grievances can still occur. In order to be able to effectively counter such possible grievances, we have created various reporting channels that make it possible to bring violations of any kind to our attention. Our compliance team can be reached at any time at the following e-mail address: compliancehotline@meyerwerft.de and our complaints procedure is open to any person at any time. We will investigate reports promptly and will process them confidentially. Further information can be found on our website.

4. Commitment to compliance

We are responsible for ensuring compliance with human rights and environmental standards in our company and its corresponding supply chains.

With this in mind, we are committed to upholding, complying with and reviewing human rights and environmental standards in our company and all our business relationships. We feel responsible to



monitor our self-imposed standards and, if necessary, to take appropriate measures to comply with them.

We continuously document the fulfilment of our self-imposed standards within the company. In addition, we will report regularly and publicly on compliance with these standards.

Responsibility for implementing the standards described in this policy statement is managed by the Executive Board as well as the Management of the MEYER Group in close cooperation with our Compliance Team. This commitment at the highest corporate level ensures that each division of the MEYER GROUP is aware of their own responsibility to respect human and environmental rights and to continuously implement them in their day-to-day business.

Stand: 07.12.2022

A handwritten signature in blue ink, appearing to read "Th. Weigend".

Thomas Weigend

Managing Director