

Human Rights Policy Statement

Preamble

Big Dutchman has been the market leader for feeding systems and housing equipment for modern pig and poultry production since 1938. Big Dutchman is considered a trademark for lasting quality, reliable service and unsurpassed know-how in more than 100 countries worldwide. As an internationally active company, we thus bear great responsibility. Owing to our ethical responsibility, we understand the recognition of aspects of sustainability to be an integral part of our business processes. For this reason, we not only consider process-related, economic and technical aspects in our procurement activities, but also social and ecological criteria. This Human Rights Policy Statement is complemented by the Big Dutchman Supplier Code of Conduct. Together, these documents represent the basis, attitude and requirements regarding human rights due diligence within the group and with our business partners.

Our commitment to respect international human rights

Big Dutchman is aware that as a company, we have a responsibility to strengthen human rights and to prevent human rights violations. Through continuous monitoring and clear measures and action plans in the event of deviations from our principles, we endeavour to prevent and mitigate the effects of identified and prioritised risks within our business activities.

Big Dutchman respects the internationally recognised human rights. Our Human Rights Policy Statement is based on fundamental national employee rights, the [Core Labour Standards of the International Labour Organization](#) (ILO) and the Ten Principles of the [UN Global Compact](#). Big Dutchman accepts these guiding principles.

Our commitment to respect human rights in the above sense focuses particularly on the following fundamental human rights risks and environment-related risks.

Child labour and forced labour

Child labour and forced labour are not compliant with our corporate policies. We oppose any kind of child labour and forced labour. The Big Dutchman group complies with the ILO regulations regarding human and children's rights, the Ten Principles of the UN Global Compact and the applicable national minimum age for admission to employment.

Discrimination and inclusion

Big Dutchman supports and promotes equal opportunities and equal treatment of employees. Discrimination against employees during the hiring process, for promotions or during training is not tolerated. No employee may be discriminated against on account of their gender, age, skin colour, culture, ethnicity, sexual identity, a disability, their religious beliefs, world view or any other characteristic protected by the law.

Working conditions

Big Dutchman remunerates labour fairly, according to performance and with a living wage. The remuneration is never below the respective national minimum wage. The working hours take into account the respective national legislation and are based on the international labour guidelines. Big Dutchman guarantees a safe and clean working environment and attaches great importance to occupational safety and health.

Data protection – GDPR

Big Dutchman respects the privacy of all persons and the confidentiality of all personal and business data to which we gain access.

Environmental protection

Big Dutchman recognises that its business activities affect the environment and the climate. These effects can lead to human rights risks. Therefore, we comply with national and international environmental laws, regulations and standards. Through sustainable supplier management, Big Dutchman strives to minimise the negative environmental impact of our business activities and supply chain.

Law and compliance

Compliance with compulsory legal provisions is an essential basic principle of responsible business conduct for Big Dutchman. In addition to laws that protect the environment and human rights, this applies in particular to legislation that prevents corruption and money laundering and that protects free competition.

Implementation

Big Dutchman aims to prevent, mitigate and avert the effects of identified and prioritised human rights and environment-related risks through various measures. We fulfil our commitment through due diligence, regular risk analyses and continuous risk management, honest disclosure of identified issues, communication with relevant stakeholders, access to complaint mechanisms and continuous improvement of our processes. The defined processes for observing and enforcing our due diligence obligations are integrated into ongoing business operations and are continuously implemented and developed. This means that potential risks and actual violations are identified promptly and can be analysed to determine the measures that need to be taken. With this approach, we detect where potential or actual human rights or environment-related risks exist and identify these in detail. From the results, we are able to derive suitable measures for risk minimisation. Big Dutchman records all prioritised human rights and environment-related risks mentioned above as well as other sustainability risks as part of our risk analysis and risk management.

To identify risks and topics, we draw on our risk management system and on our detailed findings and experience from previous years. Specifically, we integrate the human rights and compliance topic into our supplier evaluation and selection process. To this effect, we aggregate, evaluate and analyse data and information on human rights criteria such as child labour and occupational safety and health. We thus direct the human rights due diligence at our internal and external stakeholders and take appropriate mitigating countermeasures for recognised and potential risks.

This means that human rights risks and environment-related risks are recognised and identified at an early stage through a documented process in accordance with the German Act on Corporate Due Diligence Obligations in Supply Chains.

Where suitable early warning systems identify indicators for the existence of a risk, the first step is a more detailed examination of the potential risk. Secondly, a concrete analysis of the facts follows. Thirdly, suitable remedial measures are developed and introduced. Employing a short- and medium-term measure reporting tool, Big Dutchman also uses this process to establish proactive preventive measures where remedial measures in different areas or for recurring risks prove to be particularly effective. Through these remedial and preventive measures and our Supplier Code of Conduct, we also encourage our suppliers to comply with human rights due diligence obligations and to develop their own corporate culture accordingly.

Expectations for suppliers and employees

Big Dutchman expects its employees, business partners and suppliers to respect human and labour rights in their business activities. In this context, we expect our suppliers to comply with the Big Dutchman Supplier Code of Conduct. From our employees, we expect compliance with the principles set out in this Policy Statement and in the Big Dutchman Code of Conduct.

Complaints mechanism

Big Dutchman is aware that not all human rights violations will be detected by the processes described above. Therefore, we see our complaints mechanism as an essential and suitable means of identifying risks at an early stage and uncovering violations where they occur. At the same time, this mechanism gives those affected by violations the opportunity to draw attention to their situation and thus initiate the process of eliminating or mitigating these violations. Suspected violations of human rights and environmental protection law can easily and confidentially be reported at any time using the complaints mechanism. Both our employees and the employees of our suppliers and sub-suppliers can report potential violations using web forms on www.bigdutchman.com. Big Dutchman additionally uses social media monitoring tools to check for violations of human rights and environmental protection law proactively along the supply chain. We thus also record complaints on X (formerly Twitter) or in the news, for example.

Transparency and communication

Big Dutchman appropriately documents the handling and continuous development process of the implementation of human rights due diligence and duly reports to all relevant stakeholders.

Final provisions and internal responsibility

This Human Rights Policy Statement has been adopted by the Board of Management of Big Dutchman. The Big Dutchman Head of Purchasing is responsible for the implementation and improvement of and compliance with our obligations and the requirements of the German Supply Chain Act.