



Policy statement in accordance with the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz)

Commitment to respect human rights

It is our goal to strengthen human and environmental rights, to prevent and avert violations of these rights, to minimize them, and to remedy them where necessary.

This includes paying fair wages, working to ensure appropriate working conditions on site, and preventing the exploitation of children.

It is important to us to take a clear stance in favor of a sustainable society.

In addition to corporate values such as competence, teamwork, innovation, and sustainability, values such as cooperation, appreciation, and social responsibility are also firmly anchored in our corporate culture.

In terms of sustainability, we stand for:

- Responsibility for the environment, our society, and all people,
- Long-term relationships, and sustainable processes and solutions.

With these values, we face the challenges of our time.

Approach to implementing human rights due diligence obligations

We are committed to respecting, protecting, and upholding the human rights of individuals.

We uphold this responsibility as a company regardless of the ability or willingness of states to fulfill their duty to protect human rights.

To this end, we have set up a complaints portal (accessible to everyone on our homepage) and a reporting office (accessible to our employees on the intranet) to identify human rights violations in a timely manner and to take appropriate action. We are committed to respecting, protecting, and upholding the human rights of individuals. To this end, we have set up a complaints portal (accessible to everyone on our homepage) and a reporting office (accessible to our employees on the intranet) in order to be able to identify and analyze human rights violations in a timely manner. On this basis, measures can then be taken to ensure compliance with human rights within the supply chain.

Rheda-Wiedenbrück, August 11, 2025

Management of ONO GmbH

Rui Xu

Philipp Kahle

ONO GmbH, Grundsatzerklärung LkSG / Compliance / SYG / Aug 11, 2025

ONO GmbH
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