

Policy Statement

While Jürgen Liebisch GmbH is not subject to the statutory provisions of the German Supply Chain Due Diligence Act (LkSG – Lieferkettensorgfaltspflichtengesetz), as the company does not yet exceed the size thresholds of the Act, we are nevertheless highly committed to corporate governance with integrity in accordance with the provisions of the LkSG. The provisions of the Whistleblower Protection (HinSchG – Hinweisgeberschutzgesetz) are also taken into account.

Jürgen Liebisch GmbH has established a dedicated post that plays a central role in the implementation of due diligence. The overall responsibility for compliance with the LkSG/HinSchG lies with the management of Jürgen Liebisch GmbH.

As part of its risk assessment, Jürgen Liebisch GmbH identifies specific human rights and environmental aspects in its supply chains as well as in its own business areas. In instances where relevant issues are identified, proactive steps are defined.

In order to meet its legal obligations under the LkSG/HinSchG, Jürgen Liebisch GmbH initiates various measures. These include training its employees and auditing its suppliers. A code of conduct for suppliers has been provided by Jürgen Liebisch GmbH, which is mandatory to comply with. Violation of this code can lead to termination of the business relationship.

All employees of Jürgen Liebisch GmbH are also expected to comply with all legal requirements, including the LkSG/ HinSchG. Violations will not be tolerated. Jürgen Liebisch GmbH will take appropriate action in the event of identified or pending violations of human rights or environmental regulations.

A “whistleblower procedure” has been introduced by Jürgen Liebisch GmbH to draw attention to potential risks or violations relating to human rights and the environment, among other things, in its own business areas or in the supply chain. The due diligence obligations of the LkSG/HinSchG are regularly documented and the handling of these issues assessed internally on a yearly basis. The documentation is made available to legal authorities upon request.

Jürgen Liebisch GmbH pledges to regularly review compliance with the due diligence obligations and to make adjustments if and when necessary.

