

*We have decided to voluntarily formulate a policy statement analogous to the requirements of the Supply Chain Due Diligence Act on our human rights and environmental activities.*

ilapo has always been committed to ecologically and socially responsible corporate management.

We expect the same behavior from all our suppliers. Our expectations for human rights and environmentally friendly behavior are communicated within the framework of contracts and audits.

We also require our employees to observe principles of ecological, social and ethical behavior and thus actively integrate them into the corporate culture.

We also strive to continually optimize our business activities and our services in the spirit of sustainability. We ask our suppliers and service providers to contribute to this in the sense of a holistic approach.

With our long-established risk management system, we of course also assess human rights and environmental risks in our processes, define and implement preventive measures. *One of the methods we use is an FMEA that we have further developed.*

The risk analysis is checked regularly during the financial year and evaluated by the management at the end of the financial year.

If we identify violations of a human rights or environmental obligation, we discuss possible appropriate remedial actions within the management team and take appropriate steps to minimize or eliminate the extent of the violation.

Employees can use our internal complaint procedure to point out human rights and environmental risks within the company or among suppliers. Complaints are processed and documented by our human rights officer (whistleblower procedure).

Our corporate social responsibility (CSR) and its presentation are based on international and national standards. We also prepare our annual sustainability report based on the Ecovadis model.