

# Declaration of Principles on Respect for Human Rights

## **1. OTTOBOCK'S COMMITMENT TO PROTECTING HUMAN RIGHTS**

In our company, responsible governance and economic success have gone hand in hand for more than 100 years. We have always put people first.

As an internationally active company, we are aware of our responsibility as part of the global flow of goods. We are therefore committed to respecting human rights and taking responsibility for the company's value chain. We implement applicable law, respect internationally recognised human rights and commit ourselves to preventing human rights violations in the course of our business activities. This commitment applies both to our own business activities and to our global supply and value chains.

## **2. STANDARDS & DIRECTIVES**

In line with the United Nations Guiding Principles on Business and Human Rights, we are committed to the principles of internationally recognised human rights frameworks, including:

- the [Universal Declaration of Human Rights of the United Nations](#) (UN)
- the [United Nations Guiding Principles on Business and Human Rights](#) (UNGPR)
- the [International Labour Organisation \(ILO\) Conventions and Recommendations on Labour and Social Standards](#)
- the [UN Conventions on the Rights of the Child](#)

Ottobock's [Code of Conduct](#) is based on the universally recognised principles of the United Nations Global Compact, and reflects these and other international standards for human rights, employment, environmental protection and anti-corruption ([www.unglobalcompact.org](http://www.unglobalcompact.org)). We have been a member of the UN Global Compact since 2015.

The eleven principles of conduct of the [Ottobock Code of Conduct](#) form a binding framework for our employees. All Ottobock employees assume responsibility for their own actions and behaviours.

The “[Explanatory declaration on the sustainability goals in the Code of Conduct](#)“ further fleshes out the binding goals in the Code of Conduct, based on the 10 principles in the UN Global Compact – also and especially with regard to respect for human rights:

1. We support and respect the protection of internationally proclaimed human rights.
2. We make sure we are not complicit in human rights abuses.
3. We uphold the freedom of association and the effective recognition of the right to collective bargaining.
4. We uphold the elimination of all forms of forced and compulsory labour.
5. We uphold the effective abolition of child labour.
6. We uphold the elimination of discrimination in respect of employment and occupation.

As a signatory of the UN Global Compact, Ottobock is also committed to the 17 Sustainable Development Goals (SDGs) of the United Nations. Based on a comprehensive analysis, we have identified the SDGs most relevant for Ottobock and integrated them into our [sustainability strategy](#), including “Decent Work and Economic Growth (SDG8)“ and “Reduced Inequalities (SDG10)“. We want to make our contribution to attaining these goals through our business activities.

With a tradition stretching back over 100 years, Ottobock is aware of its special responsibility to uphold human rights. We also expect our suppliers and business partners to act responsibly and adhere to the basic principles listed in the [Ottobock Supplier Code of Ethics](#).

### **3. STRUCTURE & RESPONSIBILITIES**

The Executive Board of Ottobock SE & Co. KGaA is responsible for verifying compliance with and implementing our obligation of due diligence in human rights.

As part of their mandate, the Human Rights Commissioner monitors the fulfilment of due diligence duties in all relevant business processes and reports regularly and, if necessary, on an ad hoc basis to the Executive Board.

Cross-functional teams of human rights, sustainability and compliance experts as well as the operational purchasing departments and – depending on the occasion – other departments work closely together to develop suitable preventive and countermeasures. The relevant departments are then responsible for implementing and tracking the measures.

This ensures that every area of our company is aware of its own responsibility for respecting human rights.

#### 4. RISK ANALYSIS & COMPLAINT SYSTEM

In order to assess the impact of our actions on human rights, we will conduct a human rights risk analysis in 2022. The aim is to be able to implement preventive and remedial measures where we have identified special risks, to align our management processes accordingly and to make our employees, business partners and suppliers aware of these issues.

Ottobock provides all internal and external stakeholders with online reporting channels for complaints and reports of human rights violations:

- The [Whistleblowing Unit](#) is open to all employees, customers and business partners, regardless of the existence or nature of the contractual or business relationship with Ottobock or its affiliated companies.
- Ottobock has also established an [external ombudsman's office](#). It reviews the facts, investigates as comprehensively as possible and reports to the Compliance department of Ottobock SE & Co. KGaA while maintaining anonymity.

#### 5. SCOPE & COMMUNICATION

This policy declaration applies to all companies of Ottobock SE & Co. KGaA. It is made available to all internal and external stakeholders in an appropriate form and published on the intranet and on our company website, among other places.

#### 6. OUTLOOK

Respect for human rights is an important contribution to achieving the United Nations Sustainable Development Goals (SDGs).

We see human rights issues and the implementation of due diligence in our own business activities as well as in our supply and value chains as a sustainable and continuous process. We regularly review our strategic approaches and measures.

We report regularly and transparently on our progress and developments in our [sustainability reporting](#), including our annual [Sustainability Report](#).

Duderstadt, Germany, October 2022



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