

Declaration of human rights principles

1. introduction

We, the ANregiomed gKU, are committed to respecting human rights and strengthening environmental protection in our companies as well as in our supply and value chains.

We reject illegal child labour, any form of forced labour, forced child labour, all forms of slavery and human trafficking. We are committed to protection against discrimination and compliance with the labour protection laws applicable at the respective place of employment, the payment of appropriate wages and the protection of freedom of association.

2. risk management

The core of ANregiomed gKU's risk management for compliance with the due diligence obligations regulated in the Supply Chain Due Diligence Act consists of annual and event-driven risk analyses by ANregiomed gKU.

With our risk management system and data-based risk analysis, we aim to recognise negative developments at an early stage. In addition, internal processes are being further developed to determine how to proceed when irregularities are detected and what preventive and corrective measures can be taken.

The implementation of human rights due diligence and environmental protection in our own operational activities as well as in supply and value chains is an ongoing process.

In order to fulfil our responsibility for fair business practices, we rely on a variety of possible measures, such as training employees, organising training sessions for our business partners and conducting audits. We also place specific requirements on our business partners, such as the minimum requirement to comply with international and national laws and the standards of the International Labour Organization (ILO).

We expect all employees and business partners to comply with applicable laws and human rights conventions.

3. complaints procedure

An effective complaints procedure is crucial to our due diligence processes. Our complaints system complies with legal requirements and provides an online platform for employees, business partners and third parties. The information received is handled in a transparent process that protects the interests of all parties involved. Confidentiality is the top priority. Investigations are only initiated after careful examination and if there is convincing evidence of an offence. The process is quick, fair and confidential. Further information on using the complaints system can be found on our website.

Complaints can be submitted anonymously. Whistleblowers have the opportunity to report violations of human rights and environmental due diligence obligations.

4. remedial measures

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If violations are detected or feared, ANregiomed gKU will take appropriate corrective measures. ANregiomed gKU will draw up a specific timetable which will be worked through in the event of continued non-compliance.

5. reporting and documentation

The risk indications, violations and corrective measures identified are documented on an ongoing basis.

Our annual report is published on our website every year.

6. human rights officer

For ANregiomend gKU, the role of the Human Rights Officer is appointed internally. Through the specific monitoring task in accordance with the Supply Chain Due Diligence Act, the Human Rights Officer ensures continuous review, optimisation and improvement of the measures taken by those operationally responsible in our organisation to fulfil the due diligence obligations under the Supply Chain Due Diligence Act (LkSG).

Our Human Rights Officer ensures that the preventive measures and/or repressive remedial measures taken by those operationally responsible to fulfil the LkSG due diligence programme are continuously reviewed, optimised and improved in the performance of his LkSG-specific monitoring task. This LkSG action plan/programme is monitored regularly (at least once a year) and on an ad hoc basis by our Human Rights Officer.

6. expectations

All employees of ANregiomed gKU are expected to align their behaviour with the principles set out in this declaration. Managers in particular are responsible for implementing these principles. They are required to inform their employees about the content and significance of the principles and to advise and support them in applying them in their day-to-day work. At the same time, managers must take the above principles into account as the basis for every business decision when performing their management duties.

ANregiomed gKU also expects its suppliers to respect and observe the internationally recognised human rights set out in this declaration as part of their business activities. The commitment of suppliers to fulfil their social responsibility is an indispensable prerequisite for long-term business relationships. The criteria and obligations contained in the above-mentioned statutes are incorporated into the evaluation of our business partners, are regularly reviewed and influence both the establishment and the organisation and continuation of a business relationship with ANregiomed gKU.

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