



Declaration of Principles in accordance with the Supply Chain Sourcing Obligations Act (LkSG)

Hugo Kern & Liebers GmbH & Co. KG Platinen- und Federnfabrik and affiliated companies (hereinafter "Kern-Liebers") are committed to responsible corporate governance in compliance with the regulations of the Supply Chain Sourcing Obligations Act (hereinafter LkSG).

Kern-Liebers examines to an appropriate extent within the framework of a risk analysis where particular human rights and environmental risks exist in the supply chains and in its own business area. Preventive measures are anchored on this basis. The following areas are classified as particularly sensitive and require a high level of attention:

- Forced labor and child labor
- Freedom of association
- Discrimination and unequal treatment
- Withholding of an adequate wage
- Threats to health and safety in the workplace
- Environmental pollution

Kern-Liebers is aware of its corporate responsibility towards customers, employees and the public. To comply with the legal requirements of the LkSG, Kern-Liebers has, among other things, drawn up a Code of Conduct for its suppliers as well as an internal company Code of Conduct and an Anti-Corruption Policy. The documents can be found on the Kern-Liebers homepage.

If human rights and/or environment-related breaches of duty are identified in the company's own business or at direct suppliers, or if such a breach is imminent, Kern-Liebers will decide on appropriate remedial measures to minimize the extent of the breaches or to eliminate them. Termination of a business relationship is provided for as ultima ratio, provided that the criteria listed in the LkSG are met.

If Kern-Liebers has actual indications that suggest a violation of a human rights-related or environment-related obligation at indirect suppliers, a risk analysis is carried out on an ad hoc basis, appropriate preventive measures are initiated, and a concept for prevention, termination or minimization is drawn up and implemented.

In addition, Kern-Liebers has set up a complaints procedure that makes it possible to point out human rights and environment-related risks as well as violations of human rights or environment-related obligations in the own company as well as in the supply chain. Information on the reporting channel and the process is made available to employees internally and to external stakeholders via the Kern-Liebers website.

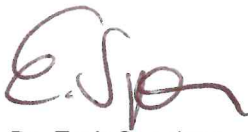


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Kern-Liebers reviews the effectiveness of the preventive and corrective measures once a year as well as on an ad hoc basis and updates them immediately if necessary. The effectiveness of the complaints procedure is also updated annually and on an ad hoc basis.

Compliance with the due diligence requirements of the LkSG will be documented on an ongoing basis and an annual due diligence report will be prepared in accordance with legal requirements and made publicly available free of charge for seven years. Kern-Liebers will critically review compliance with the due diligence obligations on a regular basis and make any necessary adjustments.

Schramberg, March 20, 2023



Dr. Erik Speckert
President of the Board / CEO



Udo von Reinersdorff
CFO

