

Responsibility @ Dr. Beckmann Group

For four generations, the Dr. Beckmann Group has believed in the power of **responsible entrepreneurship** – in products that make everyday life noticeably easier, in strong brands that have enjoyed trust for decades, and in a corporate culture that focuses on long-term relationships.

As a family business, the Dr. Beckmann Group's goal is to secure the company and its continued existence for future generations. In accordance with the UN definition of **sustainable development**, we want to meet the needs of the present generation without jeopardising the ability of future generations to meet their own needs. Our products are as effective as possible while minimising the impact on people and the environment. We are aware of our responsibility.

Environmental Responsibility/ Environmental Policy

The Dr. Beckmann Group's environmental policy is based on the following principles:

- Protection of the environment through **compliance with regulatory requirements** and **continuous improvement** of operational environmental protection. This concerns the areas of exhaust air, noise, wastewater, the use of energy and chemicals as well as the disposal of waste.
- Constructive co-operation with authorities, NGOs and other interest groups in the area of environmental protection.
- Promoting environmental knowledge and awareness among employees through training and further education.
- **Assessing the environmental impact** when developing new products, for example with regard to the hazard potential of raw materials, as well as when implementing new activities and processes. We see the continuous minimisation of environmental impact as an ongoing process that accompanies the entire life cycle of our products: Raw material selection, formulation of recipes, production and transport, packaging selection.
- Definition of **company-wide targets and measures** in the areas of Environmental, Social and Governance and annual monitoring of progress in terms of target achievement.
- Implementation of **innovations** that can contribute to minimising environmental impact.
- Clarification of **expectations of contractual partners** by communicating the Code of Conduct for Business Partners.
- Annual review and update of the environmental policy.

Since 2007, we are a member of the *A.I.S.E. Charter for Sustainable Cleaning*, a voluntary industry initiative that supports the entire industry in the continuous improvement of sustainability and encourages consumers to make their washing, cleaning and household care more sustainable.

Economic Responsibility

Securing and expanding the value we have created in the long term is always our priority. We are committed to Egelsbach as a production site and will continue to expand it in the future within the scope of existing possibilities. We want to continue to grow, including through acquisitions, while maintaining an adequate equity ratio. Continuous innovation and new products are necessary to **secure our future**.

The necessary funds are available for this purpose.

Social Responsibility

We take **responsibility for our employees and workers in the value chain**. Measures such as further training opportunities, health care offers and team-building workshops demonstrate the exceptionally high priority we place on creating and maintaining jobs and apprenticeship places, as well as maintaining a healthy workforce.

As a member of the Business Social Compliance Initiative (BSCI), we comply with the initiative's code of conduct in all of the following principles:

1. Social Management System and Cascade Effect
2. Workers Involvement and Protection
3. The Rights of Freedom of Association and Collective Bargaining
4. No Discrimination, Violence or Harassment
5. Fair Remuneration
6. Decent Working Hours
7. Occupational Health and Safety
8. No Child Labour
9. Special Protection for Young Workers
10. No Precarious Employment
11. No Bonded, Forced Labour or Human Trafficking
12. Protection of the Environment
13. Ethical Business Behaviour

We consciously choose suppliers who are members of amfori BSCI and try to avoid suppliers based in high-risk countries according to the current BSCI list.

By supporting local initiatives and projects, we fulfil our social responsibility.