

## Our responsibility for human rights and the environment

CONICA is committed to making a positive contribution to society and the environment besides its economic success. In accordance with the Supply Chain Due Diligence Act (LkSG), we continuously improve our business practices to ensure compliance with human rights and environmental standards in our own business and throughout the supply chain. Our human rights strategy reflects our commitment to ethical conduct as well as transparency and includes the proactive identification and minimization of risks. In order to fulfill our obligations under the LkSG and to put our values into practice, we have taken comprehensive measures to give external stakeholders the opportunity to participate.

Details on the process of the complaints procedure can be found here

<https://whistleblowersoftware.com/secure/Conica-LkSG/99f14ee7-5262-4f1f-80d8-97cc3ad2759d>

The online tool for LkSG can be accessed here:

<https://whistleblowersoftware.com/secure/Conica-LkSG>

## Introduction of an online tool for the complaints procedure according to the LkSG.

In line with our commitment to continuous improvement and acting responsibly, we have set up an online tool for a complaints procedure. This tool provides a secure and confidential platform where all CONICA stakeholders can report potential violations of human rights and environmental standards. Incoming complaints are processed by a trained case handler and are monitored by the Serafin Group's Human Rights Responsible. We encourage anyone who has concerns or observes irregularities to report them via our whistleblower tool. Your voice is critical to maintaining our corporate integrity and putting our values into action.