

POLICY STATEMENT ON HUMAN RIGHTS

Deutsche Hospitality is committed to compliance with human rights and to acting responsibly along the supply chain. We comply with all applicable laws, respect internationally recognised human rights and are eager to prevent any violations of human rights within the scope of our business activities. The present Policy Statement is valid for all companies of Deutsche Hospitality (DH), which includes all direct and indirect subsidiaries of Steigenberger Hotels AG. We are guided by the following human rights standards and policies.

- Universal Declaration of Human Rights of the United Nations
- ILO Declaration on Fundamental Principles and Rights at Work
- OECD Guidelines for Multinational Enterprises
- Principles of the Global Compact of the United Nations (UNGC)

Our DH Code of Conduct forms the foundation of our business activities and is mandatory for each employee. Nevertheless, we also expect our suppliers and business partners, including sub-contractors and all companies that maintain a relationship with a DH company or division, to base their own actions and activities on the same ethical principles. This is why we require contractual adherence to human rights standards by our suppliers and business partners via the vehicle of our Code of Conduct for Business Partners and Suppliers. This code defines binding minimum standards and rules for collaboration with DH.

The duty to exercise due diligence with regard to human rights continues to be an inherent part of the group-wide compliance and risk management system, in which we actively address opportunities and threats both within and outside the company. Internal policies supplement and complete our holistic approach and the areas of responsibility involved. Internal training courses and audits take place in order to monitor the effectiveness of our guidelines and processes and to raise awareness of the topic on an ongoing basis.

We appreciate that the implementation of due diligence in respect of human rights is a constant process and that regular checks need to be conducted in order to ascertain whether underlying conditions have altered. Our Policy Statement on Human Rights will be continuously reviewed and updated as needed.

Reporting concerns

Major compliance concerns can be reported via the DH Speak-Up Line, a web-based and anonymous platform which is available in multiple languages. This facilitates encrypted and confidential dialogue with the Governance, Risk & Compliance Department of DH. You can use [this link](#) to report any breaches.

Person responsible

Ulrich Bensele, Chief Human Resources Officer at DH, is our duly appointed Human Rights Ambassador.

The Policy Statement on Human Rights of Steigenberger Hotels AG was adopted by the Board on August 30th, 2022.



Oliver Bonke, CEO



Ulrich Johannville, CFO