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**Deutsches Elektronen-Synchrotron DESY**

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**DECLARATION OF PRINCIPLES**

**according to the German Supply Chain Act**

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## DECLARATION OF PRINCIPLES DESY

### 1. Human rights strategy in accordance with the German Act on Corporate Due Diligence Obligations for the Prevention of Human Rights Violations in Supply Chains (short: The Supply Chain Act, short German: LkSG)

Responsible, sustainable and lawful handling of environment and life is one of our central values. This includes appropriate compliance with human rights-related and environmental due diligence responsibilities in accordance with the LkSG. The following principles guide our actions:

1. We do not tolerate child labor and reject all forms of slavery and forced labor.
2. We consistently comply with applicable occupational health and safety laws to ensure the safety of employees and guests through appropriate protective measures at our sites.
3. We recognize the right of all employees to form employee representative bodies and to engage in collective bargaining to regulate working conditions.
4. We ensure equal treatment of all employees without regard to national and ethnic origin, social origin, health status, disability, sexual orientation, age, gender, political opinion, religion or belief, unless the requirements of the job conflict with this.
5. We consider the payment of a reasonable wage to be indispensable. We pay equal pay for work of equal value.
6. We actively speaking out against the destruction of the natural basis of life by environmental pollution and direct our actions accordingly.
7. We condemn the unlawful violation of land rights and reject the commissioning or use of private/public security forces that may lead to impairment due to lack of instruction or control.
8. We will not tolerate any action or omission in breach of duty which is directly capable of impairing in a particularly serious manner a protected legal position (arising from the human rights conventions within the meaning of Section 2 (1) LkSG) and the unlawfulness of which is obvious on reasonable assessment of all relevant circumstances.
9. We actively advocate compliance with the prohibitions in order to avoid environmental risks. This includes, in particular, the prohibited production, use and/or disposal of mercury (Minamata Convention), the prohibited production and/or use of substances within the scope of the Stockholm Convention (POPs) as well as non-environmentally sound handling of waste containing POPs and the prohibited import/export of hazardous waste in the sense of the Basel Convention.

## 2. Expectations

We expect our employees and suppliers in the supply chain within the meaning of the LkSG to provide the best possible support to DESY in order to prevent, eliminate or minimize the human rights and environmental risks as described by law.

## 3. Priority Risks

Our risk analysis is carried out continuously and on an occasion-by-cause basis according to the requirements of the law. This policy statement is reviewed and updated accordingly. The priority risks at the moment are that DESY's research activities are internationally positioned and raw materials and products that are essential for carrying out the research-related activities are sourced worldwide, i.e. worldwide supply chains exist, resulting in a high level of complexity and diversity.

In addition, the technologies affected by and developed through our research activities may be risky. We will prioritize the risks that have greater weight in terms of severity, reversibility and probability and against our sphere of influence.

## 4. Procedures and processes

In order to safeguard the operational order as well as the rights and duties of the employees, we rely on an established management system, which is based on regulations and procedures and in which the management of the organizational units of the research center is clearly defined. Internal controls and compliance guidelines secure the work processes.

In addition, we have tried and tested risk management at our disposal. Annual and occasion-by-cause risk analyses will be carried out in our own business area and in the supply chain in accordance with the LkSG. Based on the results of the risk analysis, prevention and remedial measures are assigned to the appropriately weighted and prioritized risks in accordance with the Act. The effectiveness of the measures is reviewed annually and on an occasion-by-cause basis. Measures are realigned if necessary. We also include indirect suppliers in the aforementioned analyses and measures; in particular, if we have factual indications that an indirect supplier may be in breach of human rights-related and environmental obligations (substantiated knowledge).

DESY has opted for a complaint procedure via an external contact point. We will document and report the fulfillment of due diligence obligations in accordance with the law.

This declaration of principles and the measures are regularly updated by us in accordance with the LkSG.

The DESY Directorate

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