

Declaration of principle TADANO Europe^{*)}

to respect the
human rights and environmental
standards

^{*)} Tadano Europe Holdings GmbH, Tadano Demag GmbH, Tadano Faun GmbH ("Tadano")

Declaration of principle on respect for human rights and environmental standards

Tadano recognises its responsibility to respect human rights and environmental standards in its supply chains. Tadano wants to promote the application of human rights and prevent violations in its supply chains worldwide. To this end, Tadano, together with its employees, customers, and business partners, is committed to fair business practices and good living and working conditions.

On this basis, we have drawn up this policy statement for Tadano Europe Holdings GmbH, Tadano Demag GmbH and Tadano Faun GmbH. It is consistent with and supplements Tadano's existing codes and guidelines.

Tadano is expressly and firmly committed to respecting human rights and environmental standards as laid down in internationally recognised norms, frameworks, and standards:

- The United Nations Universal Declaration of Human Rights
- The United Nations International Covenant on Political and Civil Rights
- The International Covenant on Economic, Social and Cultural Rights of the United Nations Nations
- The conventions and recommendations of the International Labour Organisations (ILO) on Labour and social standards
- The International Labour Organization (ILO) Declaration of Principles concerning Multinational Enterprises Business and social policy (MNE Declaration)
- The guiding principles of the Organisation for Economic Co-operation and Development (OECD) for multinational companies
- The principles of the United Nations Global Compact (UNGC)
- Charter of Fundamental Rights of the European Union

Tadano's claim and responsibility

Tadano respects the human rights of all employees and is actively committed to compliance with environmental standards. Tadano expects the same from all business partners. All business partners must comply with the standards applicable to them, but at least with the following principles:

- Respect for human rights
- Prohibition of child labour, forced labour and modern slavery
- Ban on conflict minerals
- Equal treatment of all employees and no discrimination
- Fair treatment of employees and exclusion of violence
- Ensuring health and safety in the workplace
- Respect for the right to freedom of association

- Prohibition of environmentally harmful influences such as soil changes or water pollution and safeguarding land rights
- Data protection

Details are set out in the Tadano Business Partner's Code of Conduct.

Tadano only works with suppliers who adhere to these principles. Implementation in global supply chains is a long-term project. When selecting new suppliers, care is taken to ensure that they are committed to the principles. We will demand a commitment to the principles from existing suppliers.

Risk management

The identification of risks and potential impacts of our business activities in conjunction with suitable measures to avoid them is an ongoing task of our corporate duty of care. To this end, Tadano conducts regular risk analyses to determine whether there is a risk that suppliers will not comply with the above principles. To this end, suppliers are classified by country and product group. The results are transferred to recognised software, which carries out a risk assessment. This assessment is based on the risk factors defined for each country and product group in the areas of ecology, economy, and social issues. The results that show a risk (medium and high risk) are analysed in depth by Tadano. Depending on the risk classification, suitable measures are taken to minimise or eliminate the risk. Measures include training the supplier's employees, a commitment to the Tadano Business Partner's Code of Conduct or a review of the supplier's Code of Conduct and audits at the supplier's premises.

Tadano regularly reviews the effectiveness of its risk management and improves it on an ongoing basis.

Grievance mechanism and access to redress

Access to grievance mechanisms plays a crucial role for those affected by and observers of possible human rights violations and breaches of environmental standards. Tadano has had a whistleblowing system in place since 2021. This also serves as a reporting tool for non-compliance with human rights and environmental standards in the supply chain.

Whistleblowers can submit reports via the internet or telephone, anonymously or by name. Even in the case of anonymous reports, the further progress can be tracked by the reporter. In any case, the full anonymity of the reporter is guaranteed. The reporting system is available in 8 languages (reports via the Internet) or in 2 languages (reports by telephone) and is accessible to anyone potentially affected.

Findings from complaints are consistently implemented at Tadano. This also serves to make the selection of suppliers even less risky.

Responsibilities

Overall responsibility for corporate due diligence, which includes compliance with human rights and environmental standards in the supply chain, lies with the CEO of Tadano Europe.

Responsibility for the concrete implementation of risk management in the supplier area lies with the Human Rights Officer. He is responsible for the implementation of risk management, which is organised on a task-specific basis. He works together with the Purchasing department and the Compliance Office.

The Chief Compliance Officer (Europe) has been appointed as the new Human Rights Officer.

Reporting

Tadano reports regularly on its website about significant human rights and environmental risks and corresponding measures to minimise risks, progress made and challenges that remain.