

# MISSION STATEMENT ON HUMAN RIGHTS

The Rohde & Schwarz group of companies (hereinafter referred to as Rohde & Schwarz) respects the inalienable rights of all people. To fulfill this basic principle, we establish relevant processes and internal mechanisms to respect human rights and implement them appropriately. This mission statement describes how we contribute to respect for human rights as best possible in the framework of our economic activities in order to avoid violations of human rights – both in our own business and in our supply chain. This mission statement is issued annually and on an ad hoc basis. It is communicated to all employees and communicated directly to decision makers and is published on the Rohde & Schwarz website.

**ROHDE & SCHWARZ**

Make ideas real





## Our understanding of respect for human rights

We are aware of our entrepreneurial responsibility to respect human rights. We are therefore committed to respect for human rights in our own business and in our supply chain. In line with the guiding principles for commerce and human rights of the United Nations, we endorse the international human rights references and standards. Our understanding is based on:

- ▶ The United Nations General Declaration of Human Rights
- ▶ The United Nations International Covenant on Political and Civil Rights
- ▶ The United Nations International Covenant on Economic, Social and Cultural Rights
- ▶ The conventions and recommendations of the International Labour Organization (ILO), in particular the core labor standards with their four basic principles

In this way, we recognize that our business activities can potentially have a negative impact on human rights. Along with respect for all internally accepted human rights, we focus on the human rights and environmental issues that are especially important in the entrepreneurial context of Rohde & Schwarz

In the remainder of this document, these human rights and environmental obligations are referred to as “due diligence obligations.”

## Anchoring at the highest corporate level

We have defined clear responsibilities for observing and complying with our due diligence obligations. The responsibility for implementation of this mission statement and respect for human rights rests at the highest management level, namely with the Executive Board of Rohde & Schwarz GmbH & Co. KG. Control and operational implementation are the responsibility of the respective divisions, plants and subsidiaries.

We regard the protection of human rights as a continual process that is constantly reviewed and progressively developed in the interaction of various relevant areas of the company. To allow our existing processes to seamlessly interact with each other and to establish new processes as necessary, the human rights working group conducts regular meetings. Risk Management and Compliance, Legal Services, Corporate Procurement, Environmental Management, Occupational Safety, Human Resources and Sustainability are represented in this working group. The objective of the working group is to report to the Executive Board at least once a year, or on an ad hoc basis, on the results of our continuous risk analysis and the effectiveness of our preventive and remedial measures. This information augments the activities of the Rohde & Schwarz Compliance Committee, in which information from our complaints mechanism is discussed.



## Expectations with regard to employees and suppliers

We expect our employees and the suppliers of relevant business processes to endorse respect for human rights and to commit to establishing suitable due diligence processes. In addition, they should pass on these expectations, for example to their own suppliers. Rohde & Schwarz does not tolerate any behavior that deviates from the attitude defined in the section “Our understanding of respect for human rights” (page 1). Our due diligence processes are therefore not only an integral part of the Rohde & Schwarz organization, but also contractual obligations in the supply chain (see “Preventive and, where appropriate, remedial measures”).

## Due diligence management

### Risk management

Risk analysis of potential and actual detrimental human rights and environmental risks and their impact forms the basis for the targeted and effective derivation of due diligence obligations and measures. Companywide risk management identifies risks on an ongoing basis at annual workshops and also allows for ad hoc reports in our own business and in our supply chain. This process looks at all relevant divisions, as well as the plants and subsidiaries. A risk dashboard gives the Executive Board access to the consolidated results of the human rights and environmental risk analysis at all times.

### Preventive and, where appropriate, remedial measures

The responsibility for taking preventive and, where appropriate, remedial measures rests with the respective managers in the divisions, as well as the plants and subsidiaries. To this end, these measures are described, the due date is stated and a person responsible for the implementation is determined. Companywide risk management tracks and monitors the progress of the enacted measures. The derivation of suitable measures serves to protect the persons and groups of persons concerned against detrimental human rights and environmental impacts. In our efforts regarding due diligence, Rohde & Schwarz is aware that certain persons or groups of persons may be exposed to risk due to their vulnerability, for which reason they need special care. In the event of significant changes, business activities are re-evaluated and measures implemented, where appropriate.

Rohde & Schwarz has developed and implemented various measures to avoid and reduce risks. These tools are modified or updated as necessary to properly address the due diligence obligations.

### Preventive and, where appropriate, remedial measures in our own business:

- ▶ Implementing guidelines governing responsibility and duties, for example the code of conduct that is applicable to the entire group of companies and a standard on due diligence, including a due diligence and human rights strategy
- ▶ Conducting training in relevant divisions, for example by taking measures to raise awareness and providing training sessions with information about human rights
- ▶ Performing risk based reviews

The human rights working group also discusses risks and any incidents, and defines suitable preventive and remedial measures.



## **Preventive and, where appropriate, remedial measures at direct suppliers:**

- ▶ Developing and implementing appropriate procurement strategies and practices, for example the CSR strategy in Corporate Procurement for supplier communications that defines not only due diligence obligations, but also general sustainability objectives
- ▶ Integrating expectations into supplier selection and management, for example through supplier evaluation, certificates for strategic and preferred suppliers, and supplier self-assessments for the selection of new suppliers
- ▶ Obtaining contractual assurance of compliance with, and implementation of, expectations throughout the supply chain using updated documents, such as the code of conduct for Rohde&Schwarz suppliers, sample purchasing contracts and Rohde&Schwarz conditions of purchase
- ▶ (Further) training to enforce the contractual assurance
- ▶ Agreeing on and performing risk based reviews through supplier audits.

In addition, specifically created expert committees discuss risky suppliers and define suitable preventive and remedial measures.

## **Effectiveness review and continuous improvement**

To prevent or mediate detrimental impacts on due diligence, Rohde&Schwarz uses a variety of approaches intended to ensure the effectiveness of the measures taken. These include:

- ▶ The companywide risk management processes
- ▶ Reviews (the compliance report and internal auditing)
- ▶ The complaints procedure

## **Complaints procedure**

The Rohde&Schwarz complaints procedure is available on the website to internal and external persons and person groups who provide information, as are the accompanying Rules of Procedure. The goal of these Rules of Procedure is

- ▶ To provide transparency about the main characteristics of the complaints procedure, for example with an overview of the complaints channels
- ▶ To provide access to the complaints procedure and a step-by-step outline of the complaints procedure
- ▶ To show how effective protection against discrimination or reprisals due to a complaint is ensured

The Rohde&Schwarz complaints procedure

- ▶ Serves as a platform for all persons and person groups in Germany and abroad to report human rights and environmental risks that could cause damage to Rohde&Schwarz
- ▶ Thereby serves as an early warning system to recognize, remedy or minimize the aforementioned risks before they can potentially cause damage
- ▶ Provides these persons and person groups who have reported a suspected legal infringement with suitable remedies to directly prevent or minimize damage
- ▶ Allows Rohde&Schwarz to receive feedback on the effectiveness of specific due diligence processes, thereby helping these process to be further developed and optimized



## Results of risk analysis and high-priority risks

In the reporting period from January 2023 to June 2023, Rohde&Schwarz identified no high-priority risks in its own business, and identified minor high-priority risks at direct suppliers in the risk categories of child labor, forced labor and slavery, occupational safety, disregard for freedom of association, unequal treatment, decent living wages and environmental pollution, and introduced appropriate preventive measures.

## Final remark

The implementation of the due diligence obligations is a dynamic and ongoing process. Our mission statement is therefore subject to continuous review. It will be further developed in a suitable manner on this basis.

A handwritten signature in blue ink, appearing to read 'P. Riedel'.

**Peter Riedel**  
**COO Rohde & Schwarz GmbH & Co. KG**