

# MISSION STATEMENT ON HUMAN RIGHTS

## DUTY OF CARE OF THE ROHDE & SCHWARZ GROUP OF COMPANIES IN MATTERS CONCERNING HUMAN RIGHTS

Our commitment to sustainability is part of our corporate success, because it allows us to maintain reliable partnerships and relationships based on trust. Rohde & Schwarz understands sustainability as a commitment to internationally recognized human rights.

The document below describes how we help ensure that human rights are respected in the best possible way in our business activities. This document reflects our internal understanding and also explains how we help prevent human rights violations and promote good working conditions both within our company and at our partners.





## Our understanding of and commitment to human rights

The Rohde&Schwarz group of companies respects the inalienable rights of all human beings. In order to live up to this principle and to establish and implement relevant processes and internal mechanisms for respecting human rights, we use the systematic approach set out in the German government's National Action Plan on Business and Human Rights (NAP) and draw on the principles of the UN Global Compact and the standards of the International Labor Organization (ILO). We have also made a commitment to protecting human rights by signing the Code of Conduct of the German Electrical and Electronic Manufacturers' Association (ZVEI). We consider the protection of human rights as an ongoing process, reevaluate potential risks on a cyclical basis, consolidate them in our interdisciplinary CSR Committee and report to the Executive Board. Managers, regional and local compliance officers, legal affairs and data protection officers as well as employee representatives are on hand to provide advice and support. Our mission statement is communicated internally and externally in German and English and is also made available to our suppliers as a statement supplementing our existing sustainability requirements. In these requirements, we demand that all suppliers show respect for human rights, and we systematically subject them to the obligation to do so in our code of conduct for suppliers. We also evaluate our strategic partners and preferred suppliers based on their sustainability performance. Sustainability performance is included in our regular supplier evaluation.

### Other measures we take

Centralized complaints management for both internal and external stakeholders is an integral part of our improvement process. We also hold training sessions to raise awareness among employees.

## Key focal points of our duty of care for human rights

**In this mission statement, we elaborate on our understanding of the various aspects of human rights. We refer to both the Rohde&Schwarz code of conduct and to our code of conduct for suppliers. As a result, this positioning is to be understood as a more detailed description of the values and guidelines that we have already defined and naturally complies with the applicable law in the relevant markets and countries. This means that our endeavors support the countries and relevant institutions in their obligation to safeguard human rights in the context of our commercial activities.**

### Occupational safety and health

Health and safety are valuable assets, which is why we take the protection of all employees, customers, partners and other individuals affected by our company's business activities particularly seriously. As well as ensuring that all statutory and official occupational safety regulations are complied with, this also means minimizing the risks of occupational accidents and illnesses, as well as providing training to help employees avoid these risks. Our activities and measures serve to protect the physical and psychological well-being of our employees and employees of external companies. Clear areas of responsibility ensure constant improvements in occupational safety and health. An annual health report submitted to Corporate Management covers all occupational safety and health activities, our occupational health management system and our health campaigns and events.



## Working conditions

The requirements for wages and other benefits mean that we must comply with applicable laws and regulations governing pay and working hours, including those relating to minimum wages, overtime, piece-work rates and other remuneration. Creating and maintaining good working conditions for employees is a top priority for Rohde&Schwarz. Rest period and annual leave regulations, opportunities for mobile work and other work-life balance programs, coupled with our extensive range of continuous professional development and training courses, ensure that operational and personal needs are respected and supported.

In addition to performance based pay, wages and salaries are supplemented by fringe benefits, financial support and pension benefits. The Rohde&Schwarz group of companies works closely with the individual employee representatives to constantly improve these conditions. All employees are given the right to freedom of association and are recognized as having the right to effective collective bargaining to help create appropriate working conditions and allow employees to share information and experience.

## Respect and dignity

All forms of physical or psychological harassment and violence are prohibited. For us, the fundamental principle that "every person is equal" means that every opinion and every experience is valuable, which is why we promote a corporate culture that creates and encourages an atmosphere in which all individuals can voice their views openly and in which these views are respected. As all human beings are equal, we tolerate no excuses for discrimination or harassment in the workplace, be it based on age, disability, beliefs, origin, gender, political affiliation or trade union activity, ethnicity, race, religion or sexual identity. Rather, we promote a working environment that is characterized by open-mindedness, mutual respect between our employees and an appreciation of diversity. This includes not only being aware of diversity and inclusion within the company, but also strengthening it.

## Child and forced labor

Rohde&Schwarz rejects all forms of child and forced labor. In accordance with the United Nations Convention on the Rights of the Child and the statutory provisions that apply in the relevant country, exploitative child labor as defined in ILO Convention 182 must be prevented. This includes eliminating threats to the health, safety and morality of children. Nor is any kind of forced labor tolerated.

## Export control

Aspects relating to human rights also play an increasingly important role in export control. Rohde&Schwarz complies strictly with the statutory requirements set out in the applicable export control, embargo and sanctions regulations.

## Concluding remark

The implementation of our human rights duty of care is a dynamic and ongoing process. Our mission statement is therefore subject to ongoing review and will be developed accordingly as part of this process.

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