

01/2026

Policy Statement

Grundsatzerklärung

HUMAN RIGHTS STRATEGY OF THE IVA SCHMETZ GROUP
JANUARY 2026



Menden, January 2026

Declaration of Principles on the Human Rights Strategy of the IVA SCHMETZ Group

Experience meets innovation - this is our vision and the core of our entrepreneurial orientation. As a leading supplier of vacuum and atmosphere furnaces for heat treatment, our goal is to continuously offer our customers the best possible overall package. Our claim goes far beyond high-quality industrial furnaces "Made in Germany". We strive for competent advice, predictive maintenance, digital networking and the responsible use of resources and people.

Our corporate values are characterized by ambitious goals, customer-oriented performance, joint progress and the highest respect. We strive for excellence in heat treatment technology, actively shape the market and adapt to the needs of our customers in an agile manner. In doing so, we consistently focus on quality, adherence to deadlines and long-term partnerships. Our employees are the engine of our success, they are challenged, encouraged and actively involved in the company's goals. Innovation, creativity and open communication are the cornerstones of our progress. Respectful interaction with each other, regardless of origin, gender or education, is important to us. We take responsibility for the environment and focus on energy efficiency, resource conservation and continuous improvement.

The principles of human rights and environmental protection are firmly anchored in the United Nations 2030 Agenda for Sustainable Development. As a globally active company, we are aware of our social responsibility and are committed to respecting human rights and the environment along our value chain, identifying possible risks related to human rights and the environment, and responsibly mitigating identified risks.

In doing so, we are guided by international standards that support companies in defining and continuously improving their approach to human rights. These include, in particular, the United Nations Guidelines on Business and Human Rights (UN Guiding Principles) and the Guidelines for Multinational Enterprises of the Organisation for Economic Co-operation and Development (OECD Guidelines). These underline the importance of a careful due diligence process that makes it possible to proactively identify and assess potential violations of human rights or environmental obligations and to prevent or at least mitigate them in the best possible way in order to protect those affected.

A handwritten signature in blue ink, appearing to read 'T. Wülfing'.

Dr. T. Wülfing
COO

A handwritten signature in blue ink, appearing to read 'T. Wahle'.

T. Wahle
CSO

Table of Contents

1.	Scope of application.....	3
2.	Our commitment to international standards	3
3.	Our principles	3
3.1.	RESPECT FOR HUMAN RIGHTS	3
3.2.	HOLISTIC ENVIRONMENTAL PROTECTION	4
4.	Implementation of our principles.....	4
5.	Grievance mechanisms.....	5
5.1.	COMPLAINTS PROCEDURE	5
5.2.	COMPLAINTS CHANNEL	6
5.3.	WHAT SHOULD A REPORT INCLUDE?	6
5.4.	DOCUMENTATION	7
6.	Entry into force.....	7

1. Scope of application

This policy statement applies to the IVA SCHMETZ Group, i.e. IVA SCHMETZ GmbH with its affiliated companies IVA SCHMETZ North America Corp., Mahler GmbH and Fours Industriels B.M.I. S.A.S.

2. Our commitment to international standards

We as the IVA SCHMETZ Group are firmly convinced that sustainable business practices not only make a decisive contribution to securing a livable environment and a just society, but are also a signpost for future success. As a manufacturer of industrial furnaces, our goal is not only to develop innovative technologies, but also to ensure that our operations and supply chains meet the highest standards of environmental protection, social responsibility and ethics. The principles listed serve as a guide for us and apply to our suppliers, business partners and customers as well as to our employees. We are therefore committed to the observance and protection of human rights in accordance with the following internationally valid standards and guidelines:

- Universal Declaration of Human Rights
- International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- International Covenant on Civil and Political Rights
- International Convention on Economic, Social and Cultural Rights
- Minamata Convention, Stockholm Convention and Basel Convention
- 2030 Agenda (UN): 17 Sustainable Development Goals
- OECD Guidelines for Multinational Enterprises

3. Our principles

The following principles include, specify and supplement our Code of Conduct. They serve as a guideline for us and apply to our suppliers, business partners and customers as well as to our employees and social partners.

3.1. RESPECT FOR HUMAN RIGHTS

We are committed to respecting internationally recognized human rights, reject all forms of exploitative working conditions, and see it as our responsibility to work towards improving the global human rights situation along our supply chains and to shape business relationships in a socially responsible manner with a view to the United Nations 2030 Agenda for Sustainable Development. We expect from us, as well as from our suppliers and business partners:

- Fair employment conditions (wages, working hours, holidays),
- the right to freedom of assembly and association,
- Responsibility for health and safety standards,
- Prohibition of discrimination,
- Prohibition of forced and child labour

3.2. HOLISTIC ENVIRONMENTAL PROTECTION

We are committed to our responsibility to protect the environment and are aware of the potential impact of our business activities on the environment and people. In addition to human rights, we also fulfil our ecological due diligence obligations in our company and along the value chain. We require our suppliers to act in accordance with applicable legal norms and international standards in relation to the environment and expect:

- Minimize pollution and continuously improve environmental protection
- Environmentally conscious material selection and use
- Increase energy efficiency
- Reduce waste and ensure its proper treatment and disposal

4. Implementation of our principles

If we become aware of any imminent or actual breaches by our suppliers, we will promptly take corrective action to prevent, stop or minimise such breaches. To this end, we ensure that incoming or known information about possible violations by the IVA SCHMETZ Group or at suppliers and business partners is immediately forwarded to the responsible employee and that remedial measures are taken to prevent or end the violation.

In the case of suppliers or business partners, we reserve the right to terminate the business relationship for the following exceptional cases:

- Very serious violations of the law,
- No remedy by implemented measures after the specified time has elapsed,
- No milder means recognizable and influence does not seem promising.

5. Grievance mechanisms

Appropriate and effective complaint management is an important part of the IVA SCHMETZ Group's human rights strategy. Grievance procedures allow persons or groups or their representatives who are affected by or feel threatened by negative human rights impacts to raise their concerns. This makes it possible to identify potentially adverse effects at an early stage and take appropriate measures to prevent violations, prevent them in the future and remedy them.

We are grateful for any information that helps us to identify and prevent possible misconduct. We investigate indications of violations at our suppliers and take the necessary measures depending on the severity of the violation. A distinction is made between external complaints from suppliers, service providers, customers, etc. and internal complaints by the company's own staff.

Reasons for such information can be, for example:

- Crimes, such as fraud, theft, sexual harassment, or corruption
- Discrimination, e.g. on the basis of racial motives or on the basis of age, gender, gender identity, sexual orientation, (social) origin, religion, ideology, ethnic origin, physical or mental disability, marital status
- Bullying, exclusion, harassment, hostility, slander, threats or blackmail
- Supply chain violations, e.g. related to human rights, discrimination or environmental concerns
- Violations of antitrust law
- Other incidents that are not in accordance with the law

5.1. COMPLAINTS PROCEDURE

1. Receipt of the complaint or notice (documentation)
2. Examination of the complaint or notice
3. Clarification of the facts
4. Development of a solution with the whistleblower
5. Remedies
6. Review and Completion (Evaluation)
7. Efficacy testing

5.2. COMPLAINTS CHANNEL

In order to absolutely ensure that information is treated confidentially and anonymously and that no one in our company learns the name of the whistleblower, we provide an external way to report information: The data protection officers of Dapro Serv GmbH are available around the clock via various channels to submit reports.

Dapro Serv GmbH will not pass on the name of a whistleblower to us under any circumstances, unless this is expressly desired and with the consent of the individual case! We are only interested in the reported risks and violations, not in the person of the whistleblower. The sole goal is the clarification and elimination of grievances. The protection of whistleblowers from discrimination or punishment following reports of risks and violations is guaranteed. All whistleblowers who report a risk or breach in good faith can be sure that they will not suffer any disadvantage as a result.

Every incoming report is viewed, processed, anonymized if necessary and transmitted to us - without any indication of the identity of the whistleblower - for further processing and for the taking of measures. Upon request, whistleblowers will receive feedback from Dapro Serv GmbH on the facts of the case and on any measures taken by us. If you would like to receive feedback, you must indicate this when you report and provide your contact details. However, your contact details will not be transmitted to us under any circumstances.

There are the following ways to submit a report:

Phone: +49 (0)241 55967790

E-mail: hinweis@daproserv.com

Internet: <http://www.ivaschmetz.com> (click on the "Compliance" link)

5.3. WHAT SHOULD A REPORT INCLUDE?

Reports can be diverse, so the following questions are only an example:

- At which company or at which location are they employed?
- What happened where and when?
- Who is/was involved?
- Is a repeat of the incident to be expected? If so, when and where?
- Who else could have knowledge about the incident or access to the relevant information?
- Are there any documents or evidence for the incident described?
- Is there any other information that might be relevant and helpful?

5.4. DOCUMENTATION

The following points must be documented as part of an incoming complaint:

- Receipt of the complaint (date, subject, whistleblower)
- If necessary, rejection of a complaint including reasons
- Presentation of the facts
- Remedial action
- Evaluation of the measure

6. Entry into force

This policy statement comes into force on 01.01.2026 and replaces all previous versions.