



MODERN SLAVERY STATEMENT OF THE MELITTA GROUP



Contents

<i>The Melitta Group</i>	3
<i>Our business</i>	4
<i>Our supply chains</i>	5
<i>Our approach</i>	5
Governance	6
Commitments	7
Due Diligence	8-9
 <i>Training</i>	 10
<i>Reporting</i>	11



The Melitta Group

The Melitta Group issues the following statement on slavery and human trafficking in compliance with Section 54 of the Modern Slavery Act 2015. It sets out all the steps taken by relevant group companies during the financial year ending 31 December 2024 to prevent modern slavery and human trafficking in its business and supply chains.

Modern Slavery represents one of the biggest challenges for our global economy and society. According to the 2023 Global Slavery Index, more than 50 million people are still victim of modern slavery. No business is immune.

The Melitta Group is fully aware of the risks in relation to modern slavery and human trafficking that might exist in our supply chains. Therefore, we, the Melitta Group, are strongly committed to conducting due diligence to address human rights risks (including modern slavery or human trafficking) within our supply chains and to improving transparency.

We are dedicated to upholding human rights in the business activities and relationships of all the Melitta Group's divisions. The internationally recognized human rights, as outlined in the following documents, serve as our minimum standard here:

The International Charter of Human Rights, consisting of:

- United Nations (UN) Universal Declaration of Human Rights (UDHR)
- International Covenant on Civil and Political Rights (UN Civil Covenant [ICCPR])
- International Covenant on Economic, Social and Cultural Rights (UN Social Covenant [ICESCR])

The principles on fundamental rights as set out in the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and its principal conventions:

- Forced Labour Convention (No. 29)
- Freedom of Association and Protection of the Right to Organise Convention (No. 87)
- Right to Organise and Collective Bargaining Convention (No. 98)
- Equal Remuneration Convention (No. 100)
- Abolition of Forced Labour Convention (No. 105)
- Discrimination (Employment and Occupation) Convention (No. 111)
- Minimum Age Convention (No. 138)
- Worst Forms of Child Labour Convention (No. 182)

Our business

The Melitta Group is a family-owned company with a rich tradition stretching back over 110 years. From our very beginnings, we have been devoted to a long-term philosophy spanning across multiple generations. Sustainability plays a key role within our company and is one of our key values. With our Sustainability Statement 2019 we committed to a decade of holistic transformation by 2030. Our commitment also reflects the requirements for responsible business practices in the globalized world of today to secure the long-term future of the economy, environment, and society. As such, we have undertaken to transform our own business activities and our value chains to regenerative economies. In this setting the Melitta Group is a.o. committed to the UN Sustainable Development Goals and other international standards.

4

We are a manufacturer of products for coffee (1), coffee preparation (2) and household products (3). In addition, we produce special papers for the wallpaper industry and industrial films for food packaging (4). The Melitta Group is a group of companies that operates worldwide, comprising 16 operating divisions, 5 corporate divisions and a service unit with over 5,957 employees in total. With our products we are present in 86 countries and have 58 own locations around the world. The parent company of our group of companies is the Melitta Unternehmensgruppe Bentz KG based in Minden, Germany. In 2022, our Group achieved sales of 2.2 billion euros (previous year: 1.8 billion euros).

More information about the Melitta Group and our worldwide operations can be found in our annual report from 2022, which can be downloaded here: <https://www.melitta-group.com/en/downloads/annual%20reports#accordion-e86aab980e-item-f37b21edbb>

Our supply chains

Our group companies' supply chains are global and diverse. They extend through various tiers from strategic manufacturing partners to componentry and materials suppliers, to raw material sources, such as green coffee beans or pulp.

The Global Procurement function drives the alignment of relevant Group sourcing policies which shall apply within the different business units. This function is also responsible for the strategic sourcing of selected products and services that are commonly used in the different business units.

On top of operational purchasing each business unit conducts the strategic sourcing of defined products and services that are more specific to their needs. The sourcing of coffee, for instance, is managed by the respective group company independently. In our Coffee business we are particularly reliant on procuring green coffee, which we process in our own roasting facilities in Germany, Italy, North America, and South America. We purchase coffee from almost all coffee-growing regions in the world to source the quality and quantity we need. We source our green coffee from farmers, cooperatives, exporters, importers, and international green coffee traders.

5

Our approach

When sourcing our materials and commodities, we consider of great importance that we engage and work with suppliers who share our canon of values. Our supplier selection and evaluation take into account respect for human rights and adequate working conditions. In order to ensure that all units adopt and apply the same standards we are continuously working on further improving our approach when engaging with suppliers.

Governance

The Melitta Group's sustainability engagement is part of the remit of Chief Corporate Management, consisting of Jero Bentz and Volker Stühmeier. Ensuring that there is no form of modern slavery or human trafficking and to improving transparency and addressing risks in our supply chains and in any part of our business is an integral part of our sustainability engagement.

The Communications and Sustainability corporate division reports directly to company management. It organizes the Group-wide strategic integration of sustainability into the core business, develops sustainability activities in concert with corporate divisions and business units, and manages and monitors the implementation. More information about our sustainability governance can be found in our sustainability report 2022, which can be downloaded here: <https://www.melitta-group.com/en/downloads/sustainability%20publications#accordion-d5ec8305fo-item-d1b9dbad26>

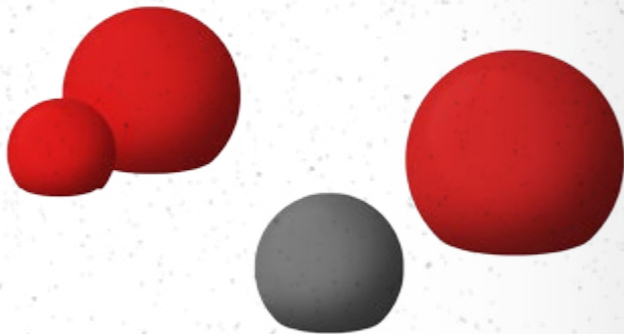
We have created subject-focused strategic, project and work groups to tackle relevant topics such as human rights and the environment in an efficient and targeted manner. Decision making structures were also established to supply information and decisions on topics of Group-wide relevance efficiently.

Commitments

The Melitta Group has a policy of strict compliance with international and national law. Moreover, and in line with our strong commitment to respect human rights, the Melitta Group adopted in 2023 a revised Code of Conduct (based on its 2018 version), which derives from and refers to the International Labour Organisation (ILO) Core Labour Standards and the Universal Declaration of Human Rights (UDHR). These instruments strictly forbid all forms of modern slavery and deem the elimination of forced labour and the effective abolition of child labour as fundamental. Our Melitta Code of Conduct reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

We expect managers and staff from all companies of the Melitta Group to comply with the Melitta Code of Conduct. For that, senior managers are in charge of assuring that the code of conduct is fully observed and respected by all employees. In addition to this, compulsory online training courses on compliance are currently being developed.

Yet, being fully aware of the risks of modern slavery that might still exist in parts of our wide supply chain, the Melitta Group has implemented a Group-wide Supplier Code of Conduct, which contains clear and uniform requirements for the observance of human rights and is part of all our supplier relationships. The Supplier Code of Conduct meets the requirements of the German Supply Chain Due Diligence Act. The Supplier Code of Conduct is part of contractual agreements with 100% of Melitta's suppliers. This provides us with uniformity and consistency in our course of action when tackling any form of modern slavery and sets out the way in which we interact with business partners. In doing so, we focus once again on the ILO's core labour standards outlining our human rights concerns, including the prevention of modern slavery and human trafficking.



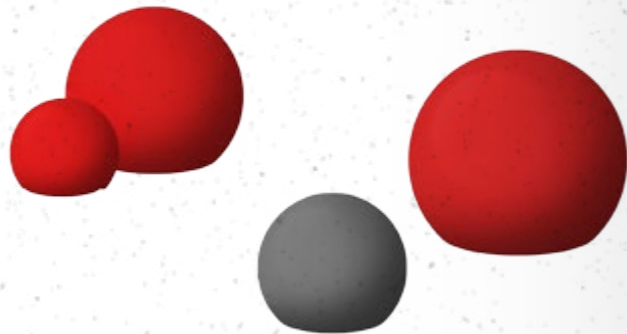
Due Diligence

We are committed to implementing a human rights due diligence process which complies with international standards, in particular the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises as well as the German Supply Chain Due Diligence Act. To do this, we constantly subject our processes to review to ensure we keep an eye on the most important impacts our business may have:

- Impacts on supply chain employees-labour law
- Impacts on the company's own employees-labour law
- Impacts on the company's own local communities-right to a healthy environment and land rights
- Impacts on local communities in the supply chain-right to a healthy environment and land rights
- Impacts on customers and users of our products-product safety and transparency

To ensure that all business units adopt and apply the required standards we are continuously working on further improving our approach when engaging with suppliers. We have reviewed our supply chain risk management system and are rolled out two new the tools - Sphera and Integrity Next - to support us in assessing risks in our supply chains, as required by the German Supply Chain Due Diligence Act. These tools include a self-assessment on human rights risks as well as mapping of allegations. The risk management system was trained and established in all relevant business units. As a next step, we want to further develop and review our group-wide supply chain human rights risk assessment and establish a harmonized social audit program for the Melitta Group, including a risk-based prioritization and a strong system of consequences.

Looking at our own business operations, audits of labour conditions have already been performed in our own production sites, such as in the production facilities based in Shenzhen, China. Well aware of their importance, the Melitta Group is currently designing a more structured strategy to ensure a uniform approach when addressing these audits.



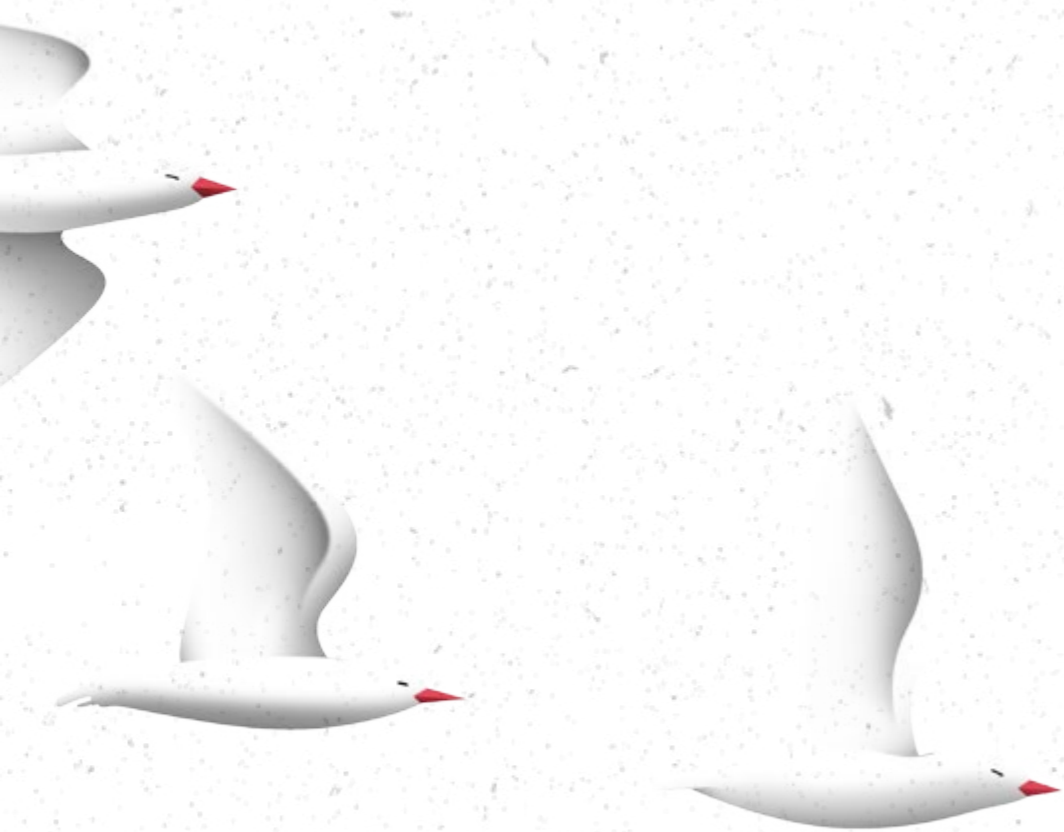
Furthermore, we implemented a group-wide compliance management system to prevent non-compliance with our standards and to allow appropriate response. Melitta offers various channels for both employees and other stakeholder to report possible violations. We implemented Melitta's own whistleblower system, <https://melitta.integrityline.app/> which all suppliers are informed about and requested to share with their own workforce as well as with suppliers in upstream supply chains. The Melitta Group also provides information about these options to submit a grievance and the relevant rules of procedure on its external websites and "Melitta Lounge" intranet.

For coffee supply chains, the Melitta Group is also a member of the German Coffee Association's (DKV e.V.) "Ear4U" grievance mechanism, which is available at <https://www.ear4u.org/en/>. Aside from providing target group-oriented channels for shared information in the lower tiers of the supply chain and in coffee producing regions, it also enables the joint creation of corrective actions and the development of preventive measures in appropriate cases.

The effectiveness of whistleblower systems is regularly reviewed, at least once a year, by the Human Rights Officer together with other stakeholders, and the rules of procedure are further developed based on the findings.

Training

Our managers and relevant staff members receive training on compliance with legal requirements to raise employees' awareness of the risks and to ensure that all these legal provisions are observed throughout the company. Additionally, all employees will receive training on the principles and rules enshrined in the revised Code, including respect for human rights and the prohibition of any form of modern slavery.



Reporting

The Melitta Group is committed to report and communicate publicly on our progress on the matter, annually through this Modern Slavery Act Statement and in addition to that in our annual Melitta Group Sustainability Report.

This statement was approved by the Board of Directors of Melitta Group Management GmbH & Co. KG on 31.12.2024.

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Jero Bentz
Melitta Group Management
GmbH & Co. KG
Chief Corporate Manager

A handwritten signature in black ink, featuring a large, stylized 'V' followed by several loops and a long horizontal stroke at the end.

Volker Stühmeier
Melitta Group Management
GmbH & Co. KG
Chief Corporate Manager



www.melitta-group.com

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