



# **MODERN SLAVERY STATEMENT OF THE MELITTA GROUP**



# Contents

<i>The Melitta Group</i> .....	3
<i>Our approach</i> .....	4
<b>Governance</b> .....	4
<b>Commitments</b> .....	5
<b>Due Diligence</b> .....	6-7
<i>Training</i> .....	8
<i>Reporting</i> .....	9



# 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 2023 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 2016 Global Slavery Index, more than 40 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.



# Our approach

---

When sourcing our materials, 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.

4

# 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 corporate division Communication & Sustainability reports directly to Chief Corporate Management. Its task is to develop sustainability engagement further in conjunction with Corporate Development and the operating divisions, to ensure it is integrated into the business strategies, and to coordinate its implementation and execution. More information about our sustainability governance can be found in our Sustainability Report, which can be downloaded [here](#).

# 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 2018 a Code of Conduct, 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 adjusted the Group-wide Supplier Code of Conduct in 2022 to meet the requirements of the German due Diligence Supply Chain Act (LkSG). The code contains clear and uniform requirements for the observance of human rights and is part of all our supplier relationships. 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.

5



# Due Diligence

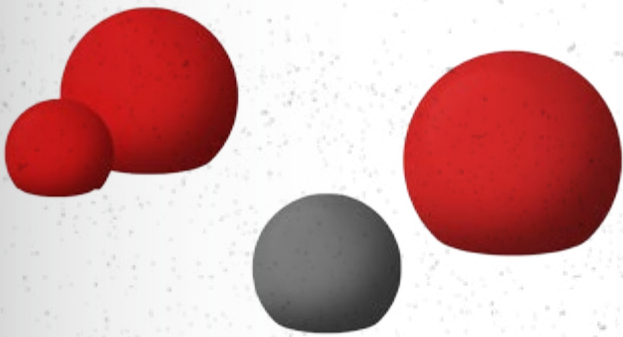
---

We aim at conducting human rights due diligence in line with international standards, in particular the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises. We are working to continuously align our processes with these frameworks.

To fulfill our Human Rights due diligence obligations, we have already taken necessary steps and will continue to do so in the future. We developed and are implementing processes which comply with the requirements of the Lieferkettensorgfaltspflichtengesetz (German Due Diligence Supply Chain act, LkSG) which are in line with the UN Guiding Principles on Business and Human Rights. We conducted a group-wide human rights gap assessment and – based on this – developed corresponding measures to ensure that human rights are upheld in own operations and in our supply chains.

In order to ensure that all units adopt and apply the required standards we are continuously working on further improving our approach when engaging with suppliers. We developed our group-wide supply chain human rights risk assessment. In alignment with the obligations of the LkSG we established a group wide risk assessment, containing an abstract risk analysis based on a country risk register and a human rights commodity group analysis, as well as a concrete risk analysis on supplier level. Therefore, we implemented and rolled out two supply chain risk management and monitoring tools - riskmethods and Integrity Next - to support us in assessing risks in our supply chains. These tools include a self-assessment on human rights risks as well as mapping of allegations. We are currently rolling out this new risk management system to all business units Our first mandatory BAFA Federal Office of Economics and Export Control) reporting will be published in early 2024

Furthermore, the Melitta Group has developed processes to ensure a uniform approach when addressing these social compliance audits for the “high risk” suppliers in the Melitta Group’s supply chains. We established a standard audit program for the Melitta Group, including a risk-based prioritization and a strong system of consequences.



For our coffee supply chain, we have substantiated knowledge that potential human rights violations may occur. Therefore, we also include our indirect suppliers in our risk analysis here. Together with German Coffee Association (DKV e.V.), we initiate a grievance mechanism ([www.ear4u.org](http://www.ear4u.org)) for the deeper supply chain in our coffee origins. In addition to this and based on coffee country risk analyses, we use self-assessment questionnaires that address relevant risks in the coffee sector.

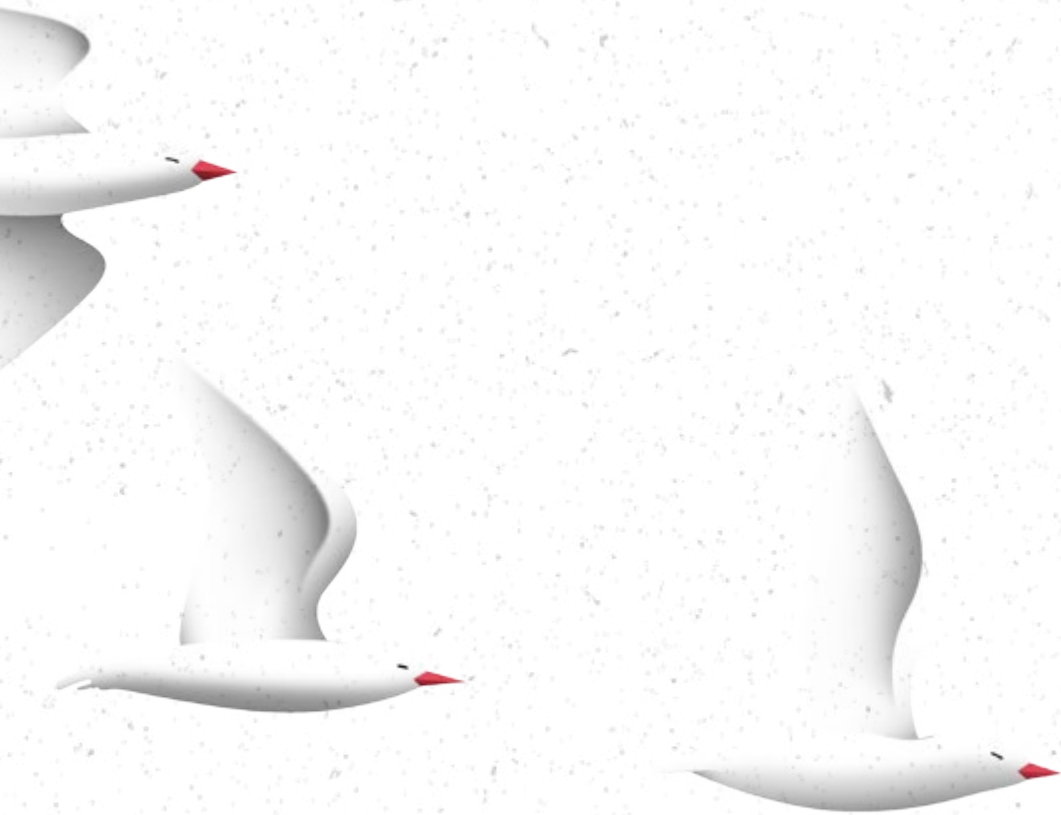
Looking at our own business operations, audits of labour conditions have already been performed in our own production sites, such as in the production facilities based in Shenzhen, China. All our business units and sites also answered self-assessment questionnaires on human right risks and labour conditions. This allows us to record the relevant sites uniformly across the Group and to identify any need for action.

Furthermore, we are working on implementing a group-wide compliance management system to prevent non-compliance with our standards and to allow appropriate response. Melitta offers different channels for both employees and other stakeholder to report possible violations. We will also implement a group-wide grievance mechanism and additional procedures to be able to even better identify adverse impacts in our business and supply chains and derive efficient prevention measures.



# 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 Code, including respect for human rights and the prohibition of any form of modern slavery.



# Reporting

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 Code, including respect for human rights and the prohibition of any form of modern slavery.

A stylized, handwritten signature in black ink, consisting of a series of loops and a long horizontal stroke.

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

A stylized, handwritten signature in black ink, featuring a large, bold 'V' and a series of loops.

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



[www.melitta-group.com](http://www.melitta-group.com)

*Imprint*

*Published by Melitta Unternehmensgruppe Bentz KG*

*Edited by Corporate Communication and Sustainability, Marienstrasse 88, 32425 Minden, Germany*

*Tel.: +49 571 40 46-0, Fax: +49 571 40 46-499, E-Mail: [due.diligence@melitta.de](mailto:due.diligence@melitta.de)*

*Illustration DAQ, Barcelona / Design Dreiquartel, Munich*