

APPENDIX I

REQUIREMENTS AND PROHIBITIONS IN THE SUPPLY CHAIN RELATED TO HUMAN RIGHTS AND THE ENVIRONMENT

The indispensable basis for the business relationship between the Supplier and Rheinmetall is the protection and observance of the following human rights and protected environmental resources not only by the Supplier of Rheinmetall itself, but also along its supply chain. In particular, this includes compliance with the human rights and protected environmental resources, as well as the prohibitions referred to in Section 2 of the LkSG (*Lieferkettengesetz* [German Supply Chain Act]), as listed below; this also includes the conventions listed by reference in Section 2 LkSG and its Annexes No. 1 – 11 and the protected resources mentioned therein:

1. The prohibition on the employment of a child under the age at which compulsory schooling ends under the laws of the place of employment, provided that the age of employment is not less than 15 years of age; this shall not apply if the law of the place of employment deviates from this in accordance with Article 2 paragraph 4 and Articles 4 to 8 of Convention No. 138 of the International Labour Organisation of 26 June 1973 on the Minimum Age for Admission to Employment (Federal Law Gazette 1976 II p. 201, 202).
2. The prohibition on the worst forms of child labour for children under 18 years of age; according to Article 3 of Convention No. 182 of the International Labour Organisation of 17 June 1999 on the Prohibition and Immediate Measures to Eliminate the Worst Forms of Child Labour (Federal Law Gazette 2001 II p. 1290, 1291):
 - 2.1 All forms of slavery or any slavery-like practices, such as the sale of children and child trafficking, bonded labour and serfdom, as well as forced or compulsory labour, including the forced or compulsory recruitment of children for use in armed conflict;
 - 2.2 Enticing, procuring or offering a child for prostitution, for the production of pornography or for pornographic performances;
 - 2.3 Inducing, instructing, or offering a child to engage in unauthorised activities, in particular the obtaining and trafficking of drugs;
 - 2.4 Work that, by its nature or due to the circumstances under which it is performed, is likely to be harmful for the health, safety or morality of children.
3. The prohibition of the employment of persons in forced labour; this includes any work or service which is demanded of a person under threat of punishment and for which he or she has not offered himself or herself voluntarily, for example, as a result of bonded labour or human trafficking; excluded from forced labour are work or services which comply with Article 2, paragraph 2, of Convention No. 29 of the International Labour Organisation of 28 June 1930 concerning Forced or Compulsory Labour (Federal Law Gazette 1956 II p. 640, 641) or with Article 8, paragraph 3, Nos. 2 and 3 of the International Covenant of 19 December 1966 on Civil and Political Rights (Federal Law Gazette 1973 II p. 1533, 1534).
4. The prohibition of all forms of slavery, slave-like practices, servitude or other forms of domination or oppression in the workplace environment, such as through extreme economic or sexual exploitation and humiliation.

5. The prohibition of disregarding the obligations of occupational health and safety applicable under the law of the place of employment, if this results in the risk of accidents at work or occupational health hazards, in particular by:
 - 5.1 Obviously insufficient safety standards in the provision and maintenance of the workplace, the workstation and the work equipment;
 - 5.2 Lack of appropriate protective measures to prevent exposure to chemical, physical or biological substances;
 - 5.3 Absence of measures to prevent excessive physical and mental fatigue, in particular by an inappropriate work organisation in relation to working hours and rest breaks; or
 - 5.4 Insufficient training and instructions given to workers.
6. The prohibition on disregard for freedom of association, according to which
 - 6.1 Workers are free to form or join trade unions;
 - 6.2 The establishment, joining and membership of a trade union must not be used as grounds for unfair discrimination or retaliation;
 - 6.3 Trade unions are free to operate in accordance with the law of the place of employment; this includes the right to strike and the right to collective bargaining and agreements.
7. The prohibition of unequal treatment in employment, for example, based on national and ethnic origin, social origin, health status, disability, sexual orientation, age, gender, political opinion, religion or belief, unless justified by the requirements of employment; unequal treatment includes, in particular, the payment of unequal remuneration for equivalent work.
8. The prohibition on the withholding of an appropriate wage; the appropriate wage is at least the minimum wage set by applicable law and is otherwise measured according to the regulations of the place of employment.
9. The prohibition on causing harmful soil alteration, water contamination, air contamination, harmful noise emissions or excessive water consumption, which
 - 9.1 significantly interferes with the natural foundations for the preservation and production of food;
 - 9.2 denies a person access to proper drinking water;
 - 9.3 complicates or destroys a person's access to sanitation facilities; or
 - 9.4 harms a person's health.
10. The prohibition of unlawful eviction and the prohibition of unlawful deprivation of land, forests and waters in the acquisition, development or other use of land, forests and waters, the use of which secures a person's livelihood.
11. The prohibition on engaging or deploying private or public security forces for the protection of a business project, if, due to a lack of instruction or control on the part of the company, in the use of the security forces

- 11.1 The prohibition of torture and cruel, inhuman or degrading treatment is violated;
 - 11.2 There is injury to life or limb; or
 - 11.3 The freedom of organisation and freedom of association are impaired.
12. The prohibition of an act or omission in breach of duty which goes beyond numbers 1 to 11 and which is directly likely to impair a protected legal position in a particularly serious manner and the unlawfulness of which is obvious on a reasonable assessment of all the circumstances in question.
 13. The prohibition on the manufacture of mercury-containing products pursuant to Article 4 paragraph 1 and Annex A Part I of the Minamata Convention of 10 October 2013 on Mercury (Federal Law Gazette 2017 II p. 610, 611) (Minamata Convention).
 14. The prohibition on the use of mercury and mercury compounds in manufacturing processes within the meaning of Article 5 paragraph 2 and Annex B Part I of the Minamata Convention from the phase-out date specified for the respective products and processes in the Convention.
 15. The prohibition on the treatment of mercury waste contrary to the provisions of Article 11 paragraph 3 of the Minamata Convention.
 16. The prohibition on the production and use of chemicals according to Article 3 paragraph 1 letter a and Annex A of the Stockholm Convention of 23 May 2001 on persistent organic pollutants (Federal Law Gazette 2002 II p. 803, 804) (POPs Convention), last amended by the decision of 6 May 2005 (Federal Law Gazette 2009 II p. 1060, 1061), as amended by Regulation (EU) 2019/1021 of the European Parliament and of the Council of 20 June 2019 on persistent organic pollutants (OJ L 169 dated 26/5/2019 p. 45-77), most recently approved by Commission Delegated Regulation (EU) 2021/277 dated 16 December 2020 (OJ L 62 dated 23/2/2021 p. 1-3).
 17. The prohibition on the non-environmental handling, collection, storage and disposal of waste in accordance with the regulations that apply in the applicable legal system in accordance with the provisions of Article 6 paragraph 1 letter d number i and ii of the POPs Convention.
 18. The prohibition on the export of hazardous wastes within the meaning of Article 1 paragraph 1 and other wastes within the meaning of Article 1 paragraph 2 of the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal of 22 March 1989 (Federal Law Gazette 1994 II p. 2703, 2704) (Basel Convention), last amended by the Third Regulation on the Amendment of Annexes to the Basel Convention of 22 March 1989 of 6 May 2014 (Federal Law Gazette II p. 306, 307), and within the meaning of Regulation (EC) No. 1013/2006 of the European Parliament and of the Council of 14 June 2006 on shipments of waste (OJ L 190 dated 12/7/2006 p. 1-98) (Regulation (EC) No. 1013/2006), most recently approved by Commission Delegated Regulation (EU) 2020/2174 dated 19 October 2020 (OJ L 433 dated 22/12/2020 p. 11-19);
 - 18.1 to a contracting party that has prohibited the import of such hazardous and other wastes (Article 4 paragraph 1 letter b of the Basel Convention);
 - 18.2 into an importing country within the meaning of Article 2 number 11 of the Basel Convention, which has not given its written consent to the particular import, if that importing

- country has not prohibited the import of these hazardous wastes (Article 4 paragraph 1 letter c of the Basel Convention);
- 18.3 to a non-party to the Basel Convention (Article 4 paragraph 5 of the Basel Convention);
- 18.4 into an importing country if such hazardous waste or other waste is not treated in this state or elsewhere in an environmentally friendly manner (Article 4 paragraph 8 sentence 1 of the Basel Convention).
19. The Prohibition on the export of hazardous wastes from countries listed in Annex VII of the Basel Convention to countries not listed in Annex VII; (Article 4A of the Basel Convention, Article 36 of Regulation (EC) No. 1013/2006).
- 19.1 The prohibition on the import of hazardous waste and other waste from a non-party to the Basel Convention (Article 4 paragraph 5 of the Basel Convention).
20. Other human rights standards
- 20.1 Ensuring occupational health and safety management processes.
- 20.2 No unleashing of, tolerating or supporting repression against human rights defenders as described in the EU Guidelines on the Protection of Human Rights Defenders.
- 20.3 Protection of local communities and indigenous peoples as described in the UN Declaration on the Rights of Indigenous Peoples, the OHCHR Basic Principles and Guidelines on Development Based Evictions and Displacement, and the ILO Convention No. 169 on Indigenous and Tribal Peoples in Independent Countries.
- 20.4 Compliance with internationally recognised human rights, such as those set out in the United Nations Declaration of Human Rights, the United Nations International Covenant on Civil and Political Rights and the United Nations International Covenant on Economic, Social and Cultural Rights, of the OECD Guidelines for Multinational Enterprises, the OECD Guidelines for Responsible Business Conduct, the UN Guiding Principles on Business and Human Rights and the National Action Plan "Implementation of the UN Guiding Principles on Business and Human Rights".
- 20.5 Adherence to the principles of the United Nations Global Compact.
21. Other human rights standards
- 21.1 Compliance with applicable national environmental laws, regulations and standards. Efforts shall be made to introduce and implement an environmental management system that meets the requirements of ISO 14001, EMAS Regulation (EC) No. 1221/2009 or a comparable national standard and that provides an audit or certification system.
- 21.2 Ensuring the best possible environmental protection in production and continuously reducing environmental impacts.
- 21.3 Protection of the climate within the meaning of the Paris Climate Agreement and enabling reporting in accordance with the EU reporting standard ESRS E-1 from 2024.

- 21.4 Protection of biodiversity and deforestation-free supply chains in line with the EU biodiversity strategy for 2030, EU Deforestation-Free Supply Chain Regulation Proposal, OECD FAO Guidelines for Responsible Agricultural Supply Chains and to enable reporting under EU reporting standard ESRS E-4 from 2024.
- 21.5 Protection of water and water quality (e.g. water stress areas) in line with the initiatives of the WWF, CDP, CEO Endorsements for Water Stewardship and Aqueduct and to enable reporting according to the EU reporting standard ESRS E-3.
- 21.6 Use of energy management systems and ensuring energy efficiency to enable reporting under EU reporting status ESRS E-1 from 2024.
- 21.7 Compliance with the relevant environmental standards of their market segment for all products manufactured along the supply chain, including all materials used. This relates in particular to the reduction of energy and water consumption, the reduction of greenhouse gas emissions, increased use of renewable energies and the promotion of appropriate disposal management.
- 21.8 Compliance with the provisions of the REACH Regulation and RoHS Directive. This includes chemicals, hazardous substances and other materials that pose a risk when released into the environment and managing their transport, storage, use or reuse and disposal in a way that avoids risks to the environment and employees.
- 21.9 Exclusive supply of components and products that meet the contractually defined criteria for active and passive safety and can thus be used safely according to their intended purpose.
