



Human Rights Statement 2023

This statement explains the steps and measures undertaken by BRITA to ensure that human rights abuses, especially modern slavery, trafficking and child labour, do not take place in any part of our business or supply chain. It is written and published annually to ensure compliance with relevant regulations, such as the UK Modern Slavery Act or the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act.



Committed to protecting human rights in our supply chains

BRITA¹ is a leading expert for drinking water optimisation. Our long-established brand is synonymous with the water filter jug in many countries but our product portfolio extends to, among others, filter applications in a professional environment and mains-fed water dispensers. As a family-owned company, we are based in Taunusstein near Wiesbaden, Germany, and have 28 national and international subsidiaries as well as distribution and industrial partners in around 70 countries on five continents. In the financial year 2023, ending the 31st of December, BRITA achieved a total turnover of 691 million Euros and employed more than 2,300 people worldwide.

BRITA operates modern production facilities in Germany, the UK, Italy and China. Raw materials and components, including technical water filtration and electronic modules, are sourced from a global network of trusted suppliers. We maintain long-standing relationships with our most important suppliers to guarantee high quality and safety standards in our products. A limited number of strategically important raw materials are sourced from countries that are known to have an increased risk for potential human rights abuses. Our policies and standards apply to suppliers at headquarter and the subsidiary level.

Policies related to human rights

As a family-owned and values-driven company, an essential and fundamental part of the BRITA business culture and self-image is integrity and responsibility. The basis of our social responsibility is acting within the law. But beyond our legal obligations we also condemn any breach and disregard for internationally accepted human rights and environmental standards. The **BRITA Human Rights Policy** defines the international human rights frameworks we are committed to and describes our management approach to safeguarding human rights in our own business and supply chain.

We have implemented a **BRITA Code of Conduct** as a binding set of instructions and fundamental principles that help us safeguard our corporate responsibility and respond appropriately to ethical or legal issues. It applies to all BRITA employees worldwide. In addition, we have defined a **Supplier Code of Conduct** that specifically lays out suppliers' responsibilities related to preventing and reporting human rights abuses. It also references ILO conventions by which suppliers have to adhere, specifically mentioning those related to forced and compulsory labour, child labour and freedom of association.

We expect our suppliers to set up systems and processes to safeguard human and environmental rights and to mitigate the effects of violations of those rights. The Supplier Code of Conduct is part of the standard contractual agreement between BRITA and our suppliers.

Due diligence and risk assessment

We understand that our global supply chain imposes upon us a certain responsibility to prevent human trafficking and slavery. Therefore, we have set up a risk-based management system to identify potential and actual risks for human rights abuses, to mitigate their impacts and to properly respond to incidences should they occur.

We recognize that there may be potential risks for human rights and to the environment associated with our global business activities. We perform annual risk assessments to identify actual and potential adverse effects - both in our own operations as well as at our direct suppliers and in our most critical supply chains. To do this we review country as well as industry risks. Based on this risk analysis we then evaluate

and assess the human rights and social responsibility performance of those suppliers potentially affected. This process requires suppliers to regularly complete a self-assessment addressing their compliance with human rights, work safety, environmental protection and other topics. Suppliers are required to provide information and documentation on their compliance.

Supplier performance as well as their compliance with our policies is monitored. Where necessary, suppliers may be audited by qualified BRITA experts, or we may also commission a third party to audit selected suppliers on our behalf.

¹BRITA (or BRITA Group) refers to BRITA SE and all its subsidiaries, specifically BRITA Water Filter Systems Ltd. and BRITA Vivreau Ltd. in Great Britain, to which this statement also applies.

When selecting suppliers and materials, we consider potential risk factors and evaluate the social responsibility performance of new suppliers before entering into contract with them. In our own production sites we use standards and certifications such as ISO 45001 and ISO 14001 to ensure processes are set up to fulfil our social responsibility expectations. We also regularly participate in third party social audits.

We encourage BRITA employees, business partners and other third parties to report suspected violations and irregularities at any time. To ensure barriers to report suspected or actual incidents are low, BRITA has set up a comprehensive [Whistleblowing System](#). Reports of suspected or actual violations at BRITA, our suppliers or business partners are received by an external, neutral ombuds-person, ensuring a confidential and swift response. The system is available in 26 languages and reports can be submitted anonymously.

We will analyse the effectiveness of our due diligence system, both for own sites and supply chain, at least once per year. The primary goal is continuous improvement, taking developments in our business and our supply chains as well as regulations and

stakeholder requirements into account. In addition, if we obtain knowledge of human rights or environmental violations at our own sites or suppliers, we will conduct an ad hoc analysis to identify areas of improvement.

Training and capacity building

We offer trainings for employees covering compliance, work safety and environmental topics. Going forward we want to set up more regular, uniform trainings on key topics, including human rights as well as further compliance and sustainability topics for existing employees, but also as part of the onboarding process. Our purchasing teams will receive additional training in supply chain-related human rights and environmental due diligence.

Employees conducting supplier audits are trained to cover a variety of audit topics, including social compliance. Going forward, we want to further enhance the competencies of employees managing suppliers and social responsibility topics, so they are equipped to deal with the challenge of ensuring a supply chain free of trafficking and slavery.

We believe that modern slavery, human trafficking, child labour and other forms of human rights violations have no place in our supply chains. We will take appropriate measures to continuously improve our own policies and systems to ensure that they play no role in the sourcing or production of our products.

This statement was approved and signed on behalf of the BRITA Executive Board by the Chief Executive Officer.

Taunusstein, June 2024

Markus Hankammer
CEO BRITA Group

