



DECLARATION OF PRINCIPLES ON RESPECT FOR HUMAN RIGHTS

Implementation of the due diligence obligation pursuant to Section 6 (2) of the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG)



in effect as of 1/1/2024

1. PRINCIPLES

The Declaration of Principles on Respect for Human Rights of Hannover Airport applies to Flughafen Hannover-Langenhagen GmbH (hereinafter referred to as "FHG"), Hannover Aviation Ground Services GmbH (hereinafter referred to as "AGS"), and Aircargo Services Hannover GmbH (hereinafter referred to as "ASH").

FHG, AGS, and ASH are cognizant of their responsibility for people, animals, and the environment. FHG, AGS, and ASH acknowledge that their business activities and supply and value chains can have a potentially adverse impact on human rights. We are committed to respecting all internationally recognized human rights and focus on human rights due diligence processes. This policy statement presents our strategy for respecting human rights in order to strengthen compliance with human rights and environmental obligations within the company and in upstream supply chains and to prevent violations.

2. INTERNATIONAL STANDARDS AND GUIDELINES

With regard to corporate responsibility for society and the environment, the following standards and guidelines are particularly relevant to our actions and cooperation with our suppliers and business partners:

- The German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG)
- The principles of the UN Global Compact
- The Universal Declaration of Human Rights
- The conventions and recommendations of the International Labor Organization (ILO) on labor and social standards
- The UN Guiding Principles on Business and Human Rights
- the United Nations Sustainable Development Goals
- The OECD Guidelines for Multinational Enterprises
- The European Convention for the Protection of Human Rights and Fundamental Freedoms

3. GUIDELINES AND PRINCIPLES FOR EMPLOYEES, SUPPLIERS, AND BUSINESS PARTNERS

In order to meet our commitment to upholding human rights and environmental standards, recognized standards at FHG, AGS, and ASH are supplemented by guidelines and principles that provide a binding framework for our employees, suppliers, and business partners. These include in particular:

- The mission statement as a binding guideline for all employees and managers, in which economic, ecological, and social aspects are brought into harmony in the best manner possible
- The Code of Conduct that is binding for all employees ("Code of Conduct for Employees of Hannover Airport"), which also regulates interactions between employees
- The "Code of Conduct for Suppliers of Hannover Airport," which sets out the principles and requirements with regard to compliance with laws, human rights, and environmental standards in the supply chains
- The rules and regulations of the Central Purchasing department, which both manages the procurement processes from the perspective of public procurement law and is primarily responsible for the risk assessment of the supply chains
- The health concept obliges the company to structure the organization in such a way that the health and safety of employees are not compromised
- The environmental management system, the sustainability policy, as well as sustainability guidelines, which commit the company to sustainable management and environmental protection

4. RISK MANAGEMENT FOR COMPLIANCE WITH DUE DILIGENCE OBLIGATIONS

As part of our risk management in connection with the Act on Corporate Due Diligence Obligations in Supply Chains, we continuously analyze human rights and environmental risks in our own area of business and in upstream supply chains. On this basis, measures are implemented to identify, mitigate, and prevent risks.

As part of this risk management, relevant risks are identified, assessed, and assigned to individual areas and responsible parties.

5. PREVENTIVE AND REMEDIAL MEASURES

If the risk analysis identifies potential risks, suitable and appropriate preventive measures are implemented for internal processes and supply chains in order to avoid human rights and environmental risks in advance. On this basis, the management processes are optimized accordingly in order to raise awareness among employees in the company's own area of business, business partners, and suppliers.

In the event of possible violations of human rights or environmental obligations, suitable and appropriate remedial measures are taken to eliminate or minimize the extent of the violation.

6. OUR EXPECTATIONS

We expect our measures to avert or further reduce human rights and environmental risks. We expect our employees, suppliers, and business partners to comply with and observe applicable laws, conventions, as well as binding guidelines and directives. We do not tolerate any breaches of duty, but impose appropriate sanctions. As a last resort, violations by suppliers can also lead to the termination of a business relationship if actions contravene relevant provisions or if the supplier or business partner is not prepared to take the necessary measures to satisfy the defined obligations or those associated with them.

7. REPORTING AND COMPLAINTS PROCEDURE

A suitable reporting channel is provided for complaints and reports of human rights violations. This channel is open to anyone, regardless of the existence or type of contractual or business relationship with FHG, AGS, and ASH. The electronic whistleblower system is available at www.hannover-airport.de/hinweisgebersystem.

Compliance with the German Whistleblower Protection Act (HinSchG) is guaranteed.

Company management is responsible for monitoring compliance with and implementation of our human rights due diligence obligations.

8. CONTINUOUS DEVELOPMENT

We consider the implementation of human rights due diligence obligations to be a continuous development process. The effectiveness of the measures taken is analyzed annually and on an ad hoc basis in order to take current changes into account.