

RESPONSIBILITY

**Sartorius' Declaration
of Respect for Human Rights**

Contents

1. Introduction	3
2. Definitions.....	3
3. Voluntary commitment.....	3
4. Our own employees' human rights.....	4
5. Business partners	5
6. Local communities.....	6
7. Complaint mechanisms	6
8. Further action	6

Document information

Applicability	
Scope	Sartorius Group
Confidentiality	Public
Ownership	
Policy Owner	Katharina Tillmanns
Board Area	Group Strategy, Human Resources, Corporate Research, Legal & Compliance, Communications
Board Sponsor	Joachim Kreuzburg
Approved by	Joachim Kreuzburg
Document Information	
Release	February 2019
Review	Bi-annually

1. Introduction

As a leading international technology partner to the biopharmaceutical industry and research, we pursue the objective of serving human health and quality of life worldwide with our power of innovation. We consider running our business operations in conformity with human rights and the principles of sustainability to be the basis of our social responsibility.

We are a signatory of the UN Global Compact and are committed to internationally recognized human and workers' rights. When setting up internal guidelines and processes, we model ourselves on the core elements of the duty of care regarding human rights of the national action plan for the implementation of the United Nations (hereinafter "UN") Guiding Principles on Business and Human Rights.

2. Definitions

Human rights are the fundamental rights and freedoms that every human being is equally entitled to – irrespective of gender, ancestry, race, language, home country, origin, faith, and religious or political beliefs. Human rights are clearly defined by the Universal Declaration of Human Rights.

The **United Nations Guiding Principles on Business and Human Rights** clarify the responsibility of states and businesses to protect and respect human rights. The central element of the UN guiding principles is that the state always has primary responsibility for protecting human rights. Businesses have to respect human rights and should also prevent infringements of human rights. The focus is therefore not only on preventing infringements of human rights, but also the positive contribution that a business can make through its activities that promote the protection of human rights.

3. Voluntary commitment

In line with the UN Guiding Principles on Business and Human Rights, we respect and support the implementation of the values of the International Charter of Human Rights, particularly the Universal Declaration of Human Rights, the UN covenants on economic, social and cultural rights and on civil and political rights, the OECD Guidelines for Multinational Enterprises and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, by committing to view these internationally recognized human rights as relevant for our operations.

We respect the laws of the countries in which we operate. However, where national law and international human rights standards differ, we follow the higher requirements. If conflicts with a country's laws or national customs arise, we strive to act in line with our values and internationally recognized principles without breaching the law of the country in question.

Sartorius' declaration of respect for human rights is binding on the entire Group and applies worldwide. It requires all our employees to observe appropriate, fair, and lawful conduct towards other employees, customers, suppliers, business partners, and the local community.

We expect our business partners, e.g. suppliers, customers or cooperation partners, to share our human rights position and operate their business in line with correspondingly high ethical standards. Our Code of Conduct for Suppliers sets down in detail the requirements for our suppliers.

4. Our own employees' human rights

Working conditions

A working environment characterized by safe and healthy working conditions as well as mutual trust, appreciation, and respect is the basis of our business activities. Remuneration and benefits are designed so that they enable employees to have an adequate standard of living.

We offer our employees targeted training options and development opportunities. This ensures their employability and opens up career prospects for them.

We accommodate our employees' different needs and life circumstances by providing various options for structuring their employment flexibly. We respect and support our employees' right to rest, leisure and a family life through paid vacation and parental leave.

Diversity and inclusion

One of our guiding principles is respecting the dignity of our different employees and creating the same opportunities for all. Every individual employed by Sartorius is required to base their conduct towards fellow employees and colleagues and towards third parties on this fundamental principle.

No employee is to be disadvantaged, favored, or excluded on the basis of individual characteristics such as race, nationality, language, gender, age, social status, disability, faith, religious or political beliefs, and sexual orientation. All types of harassment and threats are prohibited. Under comparable conditions, we provide the same pay for work of equal value.

Freedom of association

We pursue open and constructive dialog with our employees and their representatives. Our employees have the freedom to choose and join workers' organizations and to have their interests represented by these. These organizations can engage in collective bargaining in accordance with the respective national laws.

Employees at all Sartorius sites are free to elect their own employee representatives to the extent permitted by applicable laws and regulations. Employees who are active as employee representatives are not advantaged or disadvantaged in any way.

Health and safety

Sartorius has high safety standards to minimize occupational illnesses, risks to health, and potential causes of occupational accidents. At our company, we model ourselves on international and national regulations and recommendations. Job safety and work organization conditions are continuously improved. Mandatory employee training on topics of occupational health and safety as well as environmental protection ensure that our staff members can recognize and avoid risks.

Forced labor

We do not accept forced labor in any way. We follow all applicable laws on working hours and paid vacation.

Child labor

In our global business operations, we do not tolerate any child labor within the meaning of the ILO and United Nations conventions.

5. Business partners

It is in line with Sartorius' philosophy to focus on long-term partnerships built on trust. This applies not just to our own employees, but also to business partners. By means of responsible conduct towards our business partners, we aim to minimize risks and establish stable business relationships.

We expect the same conduct from our business partners. In particular, we expect our business partners to respect human rights and not permit any complicity in human rights infringements in their sphere of influence.

Suppliers

Sartorius' Code of Conduct for Suppliers sets out our expectations with regard to the recognition of human rights, including the labor rights of workers in our extended supply chain. It obliges all suppliers to share our commitment to high ethical standards and to conduct themselves responsibly towards their own employees and business partners. In addition, the supplier is urged to enforce corresponding requirements in its own supply chain.

The sourcing departments and operational procurement are responsible for having all suppliers sign the Code of Conduct for Suppliers or having them submit adequate letters of commitment that obligate them to observe the Code of Conduct. We work in partnership with our suppliers and advise them on implementing the code, when necessary. If there is any suspicion that a supplier is not complying with the Code of Conduct for Suppliers, the sourcing departments will follow this up and may terminate the business relationship.

Acquisitions

Acquisitions are an integral part of our business and innovation strategy. With respect to acquisitions, Sartorius' standard policy is to include non-financial aspects in the due diligence process. These aspects include compliance with legal standards and maintaining effective compliance systems. Moreover, we include HR and environmental aspects in our assessment.

6. Local communities

Sartorius targets efficient business operations with a simultaneous reduction of our environmental impact and increase in our positive social impact. We pay attention to the influence that our business operations have on the immediate vicinity of our production sites, on local communities and on global society.

We use natural resources prudently. We respect local ecosystems and are aware of our responsibility towards the environment and the human rights it affects. We always set high standards in environmental protection.

Together with cooperation partners, Sartorius is actively involved in shaping the social environment near its sites. We concentrate on fields linked to our core business, such as promoting research and education. On a regional basis, we focus on increasing the attractiveness of the respective region. It is important to us to be good citizens by providing financial support for projects in education, culture, social affairs, and sports.

7. Complaint mechanisms

Various procedures and mechanisms that are intended to check and ensure compliance with laws and regulations have been set up in the Group. We provide various communication channels for reporting harmful conduct. These reports can be made anonymously via a whistleblower system. The contact options can be found both on the Internet and in the internal information portal.

If human rights infringements have arisen as a result of our own business operations, we stand by our commitment to strive for remedial action.

8. Further action

Our approach to respecting human rights is kept under continuous review and adjusted when necessary. A yearly report on respect for human rights is included in the non-financial Group reporting in the Group Management Report.