Declaration of Principles on Human Rights

Official English translation of the German original (Grundsatzerklärung zu Menschenrechten)

As a cross-generational investment company of the Helmig family, ATON invests family capital in technology-leading companies in the segments Infrastructure, Engineering, Med Tech, Aviation and Digital Services. Founded in 2001 and headquartered in Munich, the holding company pursues a long-term portfolio strategy with holding periods of more than ten years. As an evergreen family fund, ATON combines the dynamism of a private investor with the stability and long-term orientation of a family business. We prefer to invest in asset-light and capital-light B2B business models. With capital, strategic expertise and entrepreneurial support, we create the conditions for our portfolio companies to sustainably expand their technology leadership and market position. Our broadly diversified and resilient portfolio comprises market-leading companies in our core areas, complemented by smaller companies and selected start-up investments. In our core areas, we also pursue an active buy-and-build strategy to specifically strengthen the geographic presence and market position of our holdings.

I. Commitment

Respect for internationally recognised human rights forms the foundation of every modern society. Wherever we encounter them in our business operations, we respect and protect these human rights. In particular, these are:

- The Universal Declaration of Human Rights;
- The elimination of forced labour, child labour and discrimination in employment and occupation, and the commitment to occupational safety, in accordance with the declarations of the International Labour Organization (ILO);
- The OECD Guidelines for Multinational Enterprises;
- The UN Guiding Principles on Business and Human Rights;
- Furthermore, we commit to the ten principles of the UN Global Compact:
- Businesses should support and respect the protection of internationally proclaimed human rights and ensure that they are not complicit in human rights abuses.
- Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; they should advocate the elimination of all forms of forced labour and the abolition of child labour.
- Businesses should advocate the elimination of discrimination in respect of employment and occupation.
- Businesses should support a precautionary approach to environmental challenges, undertake initiatives to promote greater environmental responsibility, and encourage the development and diffusion of environmentally friendly technologies.
- Businesses should work against corruption in all its forms, including extortion and bribery.

II. Validity

We recognise these principles as our guiding principles. The rights derived from them belong to all people, regardless of nationality, gender, religion or descent. We consider it our responsibility to give effect to these principles within our business sphere, in particular in accordance with the respective local and national laws, whose observance we undertake to ensure.

This Declaration of Principles applies to all employees of the ATON Group, in Germany and abroad, worldwide.

III. Focus

- We categorically reject child labour in any form and in any country. Even if the legislation of a country in which we are active were to permit child labour, we will not employ children. Furthermore, we always comply with statutory requirements, including those relating to working hours and working conditions.
- We do not tolerate forced labour or slavery, and we do not wish to profit from their results or products.
- Our employees have the right to organise within the framework of the law and to join a trade union or employee representative body of their own free choice. Joining, membership or performing tasks within an employee representative body shall not lead to any disadvantage or advantage for the employee.
- We pay our employees at least in line with the standards applicable in their labour market. In doing so, we respect the regulations on minimum wages and social benefits in the respective countries. We likewise observe the regulations on occupational health and safety and on working hours.
- Protecting the environment is essential to us. To reduce our climate impact, we regularly review our energy consumption. We rely on innovative and modern manufacturing processes to use the available resources as gently as possible.

IV. Suppliers and Business Partners

- ATON GmbH and its subsidiaries expect their suppliers and business partners to likewise fulfil their social responsibility and to commit to respecting human rights.
- The ATON Group will therefore continuously review its suppliers for compliance with the standards set out here.

V. Contact

ATON GmbH has set up a contact point for reports of violations of the principles set out here. This contact point is open to our employees, suppliers and business partners as well as to third parties. Its address is menschenrechte@aton.de. Our Human Rights Officer, Mr Orth, will handle your reports there.