



Valid from: August 1, 2022

Statement for human rights and working conditions for the Jenoptik Group

For us, economic success and responsibility for our actions are inseparably linked goals. For this reason, we see it as our responsibility to protect human rights wherever we do business.

As an internationally active photonics group, innovation and the responsibility of our actions are two inseparable goals at Jenoptik. Our understanding of sustainability is based on the conviction that we can only achieve our economic goals and thus sustain profitable growth in harmony with responsible conduct toward the environment and society.

1 Ensuring freedom of association and collective negotiation

In accordance with ILO Convention 87, we recognize the fundamental right of all employees to form and join trade unions or employee representative bodies. In this

context, the Jenoptik Group is also committed to maintaining neutrality and thus excludes any form of discrimination based on trade union activities (ILO Convention 135).

Should these principles be restricted by local laws, alternative options for establishing employee representation in compliance with the law will be supported by the Jenoptik Group.

We recognize the right to collective negotiation in accordance with ILO Convention 98 and thus respect the right to strike, insofar as this is exercised in accordance with the respective national legal system.

Statement for human rights and working conditions for the Jenoptik Group

2 Prohibition of forced labor

Employment relationships are always based on voluntariness and can be terminated with reasonable notice. Jenoptik rejects any form of forced or compulsory labor and opposes all forms of slavery, including modern forms of slavery and human trafficking. All our employer practices are to be aligned at least with ILO Convention 105.

3 Prohibition of child labor

Jenoptik prohibits any form of child labor within the meaning of ILO Convention 138. All employer practices must at least be aligned with this ILO Convention. This includes compliance with the minimum age for taking up employment and the protection of the physical and mental development of children and young people.

4 Working hours

Working hours for Jenoptik employees must at least comply with the respective local legal requirements or the respective industry standards.

For this reason, we ensure within the scope of applicable law that safe and healthy working conditions prevail within the framework of an employment relationship and that work breaks, an appropriate limitation of working hours and regular paid recreational leave are guaranteed. In addition, at least the relevant ILO conventions at the place of employment must be complied with.

5 Remuneration and benefits

We are committed to fair remuneration and the principle of equal pay for equal work or work of equal value, regardless of gender in accordance with ILO Conven-

tion 100. Remuneration shall be at least the amount of the minimum wage set by applicable law. If there are no legal or collectively agreed regulations, the remuneration shall be based on the industry-specific, locally customary and collectively agreed remuneration, the amount of which at least ensures a livelihood.

6 Prohibition of discrimination and harassment

Jenoptik is committed to equal opportunities and equal treatment of all employees in accordance with ILO Convention 111. We therefore reject any form of discrimination, harassment or disadvantage. This includes, but is not limited to, exclusion or preference based on origin, skin color, gender, religious affiliation, political opinion, national origin or social origin, sexual orientation, health status, age, marital status, pregnancy/parental status, trade union membership. Jenoptik recognizes that every employee has the right to a working environment free of violence and harassment, including gender-based violence and harassment (ILO Convention 190). For this reason, we reject any form of violence and harassment in the workplace that affects a person's psychological, physical and sexual health.

This policy statement has been approved and adopted by the Executive Board of JENOPTIK AG for JENOPTIK AG and all companies in which it holds a majority interest.

JENOPTIK AG in July 2022



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The contents of this publication address all genders equally.

This is a translation of the original German-language statement. In case of differences in interpretation, the German text takes precedence.