

UMS HUMAN RIGHTS POLICY

Version 1.1 | Issued: September 2026

Foreword

UMS Consulting is fully committed to respecting internationally recognized human rights across its entire value chain. We take responsibility for the human rights impacts of our business activities – both within our own organization and in our relationships with external partners.

Our commitment is guided by the Universal Declaration of Human Rights, the International Labour Organization (ILO) Core Labour Standards, the United Nations Guiding Principles on Business and Human Rights, and the Ten Principles of the UN Global Compact.

1. Scope of Application

This Human Rights Policy applies to all business activities of UMS Consulting GmbH & Co. KG and is addressed to:

- All employees and managers
- Suppliers, service providers and other business partners
- Project-related subcontractors and temporary partner organizations

2. UMS Commitment

UMS Consulting is dedicated to respecting and promoting human rights by:

- Establishing clear principles for respecting human rights and appropriately addressing potential violations
- Publishing this statement and our Code of Conduct on our corporate website as binding expectations for all suppliers and business partners
- Integrating human rights principles into internal training programs, management systems, and operational processes
- Conducting regular human rights risk assessments of key suppliers and strategic partners
- Responding transparently to reports or allegations of potential violations through an internal reporting mechanism (anonymous whistleblower system)

3. Child Labour, Forced Labour and Human Trafficking

UMS Consulting strictly prohibits:

- Child labour, as defined by the relevant ILO conventions
- Forced labour, debt bondage or any employment obtained or maintained under coercion or threat
- Participation in, facilitation of, or support for human trafficking

We expect our business partners to uphold the same standards and to prevent such practices throughout their operations and supply chains. Should evidence of non-compliance arise, UMS reserves the right to take appropriate corrective measures, including the termination of the business relationship.

4. Diversity, Equality and Inclusion (DEI)

UMS Consulting regards diversity, equality and inclusion as integral elements of its human rights responsibility. We are committed to fostering a workplace that is free from discrimination and provides equal opportunities for all employees – irrespective of gender, ethnic origin, religion or belief, sexual orientation, age, disability or any other protected characteristic.

Our commitment includes:

- Promoting the inclusion of minorities and vulnerable groups in the workplace
- Ensuring fair and non-discriminatory recruitment, promotion and professional development processes
- Advancing gender equality through systematic monitoring, flexible working arrangements and targeted development programs
- Addressing the specific needs of employees with disabilities through accessible workplace design and appropriate technical support

Complaints related to discrimination, harassment or other human rights concerns can be submitted confidentially through our whistleblower channel. Reports will be treated confidentially. Whistleblowers will be protected against retaliation in accordance with applicable requirements.

5. Review and Continuous Improvement

This policy will be reviewed at least every two years and updated as required to reflect evolving legal, social or organizational developments.

The Executive Management, in cooperation with the Sustainability and Procurement functions, bears overall responsibility for the implementation, monitoring and continuous improvement of this policy.

Revision History

Version	Content	Date	Responsible
1.1	Editorial clarification of the commitment and whistleblower protection provisions	24 September 2026	Executive Management in cooperation with the Sustainability and Procurement teams
1.0	Initial release	20 May 2025	Executive Management in cooperation with the Sustainability and Procurement teams