



# Human Rights Report 2022

## IWG Ing. W. Garhöfer GesmbH -Our Corporate responsibility

Corporate responsibility means maintaining a balance among business, social, and ecological concerns.

Our core business is the formulation of preparations for the electroplating industry as well as trading of precious metals. These products may, where appropriate be considered as sensitive in ecologically as well as socially and in respect to human rights, therefore a responsible handling must be ensured.

We source chemicals and precious metals only from suppliers who value to pursue responsible as well as ethical, human rights, social and ecological fair practises.

We are aware of our corporate responsibility towards our employees, business partners and stakeholders.

### Responsibility to our employees - Health and Safety Policy

#### “Better safe than sorry”

Therefore we pay special attention in all our activities to create safe and healthy working conditions in a modern and attractive working environment.

We set standards that far exceed legal requirements and detect risks and possible safety hazards before they occur. With preventive and sustainable measures we are able to minimize the risk for humans and environment and improve constantly. The whole team is working in concert to make our processes and workplaces more safe and sustainable. Our company is certified according to ISO 45001.

- Reduction of dangers

We are engaged to either avoid or find a substitute for the use of hazardous chemicals in the course of our business operations. If this is not possible we keep the use a minimum under best possible safety conditions.

- Continuous improvement

*We undertake to constantly improve the safety at work and health protection. We evaluate regularly dangers and risks accociated with our activities, check our protective measures and improve them if better technologies are available.*

- Legal compliance

We ensure that IWG meets all legal requirements in respect of occupational safety and health issues.

- Awareness of employees

Our employees are trained regularly to make sure that everybody knows how and why they protect themselves and others.

## Responsibility to the people in our supply chains

As globalisation offers great opportunities for people manufacturing countries and for our suppliers it also carries specific risks. This includes disregard for labour and social rights in many manufacturing countries and production sites. We aim to balance the opportunities and risks for the benefit of the people involved.

We take our responsibility seriously and are convinced that business success must not be at the expense of the people in our supply chains.

Human rights due diligence is an integral part of our business practices. Our work is based on the UN Guiding Principles on Business and Human Rights

## Evaluation of specific human rights risks

Our corporate due diligence begins with identifying and understanding any potential negative implications that our actions may have for human rights.

As part of this process, we evaluate how likely it is that a human rights violation will actually occur, how severe the impact on those affected would be and how we could influence on it.

## General Measures

Results of the evaluation are have influence on purchasing strategy.

Our products and processes are gradually redesigned to be more environmentally friendly and socially responsible.

We try to reach greater influence through building long-term partnerships with suppliers and producers

## Measures 2022

We compared the average length of service of our employees over the last years, assuming that only satisfied employees stay in the company.

In the last years it constantly rose, this year it was slightly lower because we increased our number of employees for our new build plating shop by approximately one third.

As the demand for supply chain due diligence increases, more companies will recognize this need.

Therefore we made sure, that more than three fourth of our suppliers either developed their own Code of Conduct or confirmed to follow the IWG Code.