

## **DECLARATION OF HUMAN RIGHTS**

### **COMMITMENT OF MEDICLIN Aktiengesellschaft (MEDICLIN) TO THE PROTECTION OF HUMAN RIGHTS**

As one of the leading private hospital groups and health service providers in Germany, MEDICLIN – part of the Asklepios Group – is aware of its special responsibility for employees, patients and society and is committed to the UN Declaration of Human Rights (1948) and the Charter of Fundamental Rights of the European Union (2000) to respect and promote fundamental rights that serve to protect them. This commitment applies to our own business activities and is also directed at our business partners in the supply and value chains.

People are always the focus of everything we do at MEDICLIN. Respect, esteem, the dignity of each individual and the adherence to the highest ethical and moral standards form the basis of the treatment of our patients and the way we treat each other. This is also and in particular expressed by the MEDICLIN Principles of Attitude.

Of particular importance to MEDICLIN – taking into account our specific business activities – are the following aspects in particular:

#### **1. PROHIBITION OF DISCRIMINATION - ONLY TOGETHER ONE TEAM**

We do not tolerate discrimination based on a person's gender, origin, skin color, religion, disabilities, sexual orientation, or other characteristics. In particular, we refuse to focus on any of these areas or to exaggerate them in terms of identity politics. We demand and promote acceptance and fairness among each other, respect for each other, and mutual support. Only in a strong team and free of prejudices we can master our manifold tasks.

#### **2. OUR EMPLOYEES - INDISPENSABLE FOR THE CARE OF OUR PATIENTS**

The success of our company depends to a large extent on our employees. It is particularly important to us that all employees feel valued. Openness, tolerance, and equal opportunities are core values of MEDICLIN and the basis of our daily work – no matter in which area. All employees are treated equally at MEDICLIN. This applies in particular to the areas of salary, career opportunities, personnel selection and promotion of employees.

#### **3. WORKPLACE - SAFETY FOR OUR EMPLOYEES**

We ensure that the safety of our employees in the workplace is guaranteed to the best possible extent. Regular inspections ensure that potential risks are quickly identified and eliminated. Necessary occupational safety measures are implemented. Training courses ensure additional awareness among our employees. The health of our employees and the provision of a productive workplace are fundamental to us and a permanent goal of our actions.

#### 4. DATA PROTECTION - ELEMENTARY ESPECIALLY FOR EMPLOYEES AND PATIENTS

We feel particularly responsible for the protection of personal data. In addition to the data of our employees, the data of our patients in particular are highly sensitive. We are aware of the special trust that is placed in us here and protect the data of our employees and patients, suppliers and other third parties by taking appropriate precautions. We are constantly developing our internal processes to protect the data entrusted to us. Politically, we are committed to weighing up the interests of all those who are worthy of protection.

#### 5. PROTECTION OF PERSONAL RIGHTS AND EQUAL OPPORTUNITIES – EVERYONE COUNTS

We promote open and respectful cooperation. The rights of the individual, which are anchored in our society, must not lead to different treatment of individuals. Everyone should have the same opportunities and possibilities. We promote the compatibility of work and family life through a wide range of measures in order to make the nursing profession attractive to (potential) employees in particular.

#### 6. PURCHASING – SUSTAINABLE AND RESPONSIBLE

In order to provide the best possible treatment for the people entrusted to us, we purchase materials and products on a large scale in Germany and abroad, taking into account quality and the best possible prices. We expect our suppliers to operate sustainably and to use the resources they require responsibly. This also includes the expectation that our suppliers adhere to ethical standards of conduct and respect human rights in their working environment. Politically, we are committed to weighing up the interests of all those who are worthy of protection.

### **RESPONSIBILITY**

The Management Board is responsible for implementation of and compliance with human rights.

It is supported in particular by the Compliance and Investor Relations departments. At the operational level, MEDICLIN's managers are committed to respecting the rights of everyone – regardless of whether they are employees, patients, or other third parties – and to defending them where necessary.

In addition, MEDICLIN understands the observance and consideration of human rights in its actions as an overall corporate task and demands the support of this goal from everyone – within the scope of his or her possibilities.

**REPORTING POSSIBILITY**

MEDICLIN will not tolerate violations of fundamental individual rights. Any indications of such violations will be investigated in each individual case. Where necessary, immediate action will be taken to remedy identified or potential violations. Provided that they act in good faith, notifying parties do not have to fear any repression. The e-mail address [compliance@mediclin.de](mailto:compliance@mediclin.de) can be used to report violations of one's own fundamental rights or the rights of third parties.

**IMPLEMENTATION AND FURTHER DEVELOPMENT**

MEDICLIN continuously reviews which business areas and action situations could pose a risk of human rights violations. In addition to the internal analysis of potential risks, MEDICLIN is also supported by external experts in reviewing its own actions and possible effects on human rights. Based on these results, MEDICLIN continuously develops measures for compliance with human rights with the goal of meeting the expectations and high ethical standards it has set for itself.

Offenburg, October 2023

The Management Board