

# MediaMarktSaturn

## Retail Group

### HUMAN RIGHTS POLICY MEDIAMARKTSATURN RETAIL GROUP

#### Our commitment

The MediaMarktSaturn Retail Group (MMSRG) is Europe's number one provider of consumer electronics and related services. We regard ourselves as a responsible partner, daily companion and navigator for our customers, suppliers and business partners. We're aware of the responsibility we have for our employees, customers and the society and know that, being a company which operates and is known internationally, we have a duty to make a contribution to respect for human rights.

The MediaMarktSaturn Retail Group along with its subsidiaries and country organizations are fully committed to the principles of the **United Nations Global Compact** and undertakes to respect and maintain the fundamental, universally recognized human rights. Globally accepted standards and agreements such as the **Universal Declaration of Human Rights**, the **Core Labour Standards of the International Labour Organization (ILO)**, and the **United Nations Guiding Principles on Business and Human Rights** are important principles and frameworks for our corporate culture and activities. By joining the United Nations Global Compact, we have also undertaken to implement human rights in our corporate strategy.

We therefore expect our suppliers and business partners to act in accordance with all valid laws and international standards and to implement their duty of care in their supply chains. Whenever we ourselves act as a manufacturer via IMTRON and our own brands, we intend to ensure that all factories and suppliers work in accordance with human rights due diligence through our membership of amfori BSCI (amfori Business Social Compliance Initiative) and close collaboration with our direct suppliers. Audits of production facilities are regularly carried out in connection with amfori BSCI to verify compliance with recognized standards. Any breaches noted are reported immediately.

Through our actions, we want to contribute to the sustainability of the environment, society and our business. We bear in mind the special responsibility which we as a retailer have towards our customers, staff, suppliers, business partners, and all those involved in the manufacture of our products. These values and obligations are enshrined in our compliance guidelines 'Style &

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Practice'. We expect our business partners to adopt and abide by similar values. The obligation to respect and comply with human rights is for us the basis for sustainable cooperation.

## Aim of this policy

Our Human Rights Policy Statement is intended to serve our employees, business partners and other stakeholders as the basis for their activities. It's also intended as an obligation on the executives and management staff of the MediaMarktSaturn Retail Group to set an example by promoting and demonstrating compliance with human rights. Our executives, managers and all members of staff must ensure that human rights are observed and respected. The policy statement is a basis for all our processes, decisions, and collaboration with our business partners.

The MediaMarktSaturn Retail Group is determined to ensure that it doesn't cause or allow any adverse effects on human rights or is involved in violations of human rights through either its own commercial activities or its relations with third parties. **We respect and support all internationally recognized human rights.**

## Governance

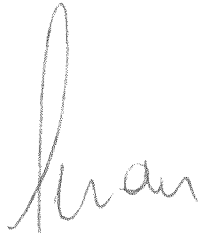
We follow the **United Nations Guiding Principles on Business and Human Rights** as well as the **German government's National Action Plan for Business and Human Rights** and have implemented the recommended procedure for the management of human rights due diligence. Any suspicions that universally recognized human rights have been breached can be reported by both internal staff and third parties anonymously using our **international reporting system** (<https://www.bkms-system.net/mediasaturngroup/speakup>). All reports will be immediately investigated and may lead to further action. Each incident will be followed by specific measures and proposed solutions.

Under our sustainability and risk management system, we also endeavour to proactively identify, analyse and deal with any negative impacts on human rights throughout our value chain.

We regularly report on human rights concerns in connection with our sustainability reporting, especially the UN Global Compact Communication on Progress.

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Ingolstadt, July 2019



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MediaMarktSaturn Retail Group