



Due Diligence Policy of Dr. Miele Cosmed Group Capital Group



Fulfilling our mission to deliver top products, created by people for people, using state-of-the-art technology and with care for the environment, requires us to conduct our business in accordance with the principles of due diligence.

Following the guidelines of the EU's Corporate Sustainability Reporting Directive (CSRD), we understand due diligence as the process by which we identify actual and potential negative impact on the environment and people related to Dr. Miele Cosmed Group's operations, prevent them, mitigate their effects, and account for the actions we take to counteract them. This process includes negative impact related to our own operations and our high- and low-tier value chain, including through our products and business relationships. Due diligence is a standard practice at the company, developed and extended to new stakeholder groups each year in accordance with market requirements and the company's available resources. In implementing due diligence, we follow the provisions of the UN International Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises.

The basic document that defines our approach to business is the the Code of Ethics of Dr. Miele Cosmed Group Capital Group. In our business, we are also guided by environmental, human rights and corporate governance policies that are rendered available to the public. These documents define the rules to be followed by the Capital Group's employees and business partners. Consequently, we are seeking contractual assurances from our direct business partners that they ensure compliance with the aforementioned documents headed by the Code of Ethics, Respect for Human Rights Policy and Environmental Policy, and will implement a preventive action plan, as appropriate, and seek analogous contractual assurances from their suppliers to the extent that their activities are part of the Dr. Miele Cosmed Group's chain of business.

At the same time, guided by the principle of reciprocity, we respect corresponding Codes of Ethics, Respect for Human Rights Policies, Environmental Policies insofar as they confirm compliance with the principles recognised by us and external verification provides assurance of their proper implementation. Details of the due diligence processes are described in the Capital Group's relevant internal procedures and instructions. These concern, among other things, the rules for creating internal regulations in the Capital Group, the method of implementing these regulations or verifying the application of due diligence in the business chain.

The implementation of this policy is the responsibility of the Management Board of Dr. Miele Cosmed Group S.A. and the person appointed by resolution of the Management Board who is responsible for supervising the compliance of the company's activities with this Policy. The results of our actions compliant with OECD and UN guidelines are presented in an annual Sustainability Statement available to the general public.

Management Board of Dr. Miele Cosmed Group S.A



Magdalena Miele
President
of the Management Board



Arthur Mielimonka
Member
of the Management Board



Kamil Szlaga
Member
of the Management Board



Michał Czajka
Member
of the Management Board