



JOHANNITER

Declaration of principles on respect for human rights

Respect for Human Rights

For more than 70 years, Johanniter-Unfall-Hilfe has been active in a wide range of social and charitable areas as a recognised aid organisation and voluntary welfare association. As a religious organisation, it follows in the tradition of the Protestant Order of St John, whose main concern for centuries has been to help people.

Johanniter is involved in emergency and medical services, disaster relief, care for the elderly, the sick and refugees, transport services for people with reduced mobility, work with children and young people, hospice work and other charitable work, as well as humanitarian aid abroad, for example in the event of famine and natural disasters, and development cooperation.

In keeping with the Christian tradition of the Order of St John and the commitment of our mission statement, people are at the heart of everything we do. What we do should make them better off. We are there to provide them with the care and security they need in all situations. Our many charitable services and social programmes in Germany and around the world serve this purpose.

Our goals

We are committed to respecting and protecting the human rights of all individuals and to preventing human rights abuses. This commitment includes the obligation to exercise due diligence to prevent human rights abuses in our own supply and value chain.

Respect for human rights and the fulfilment of human rights due diligence obligations are in line with Johanniter-Unfall-Hilfe's mission statement and strategic goals.

The following frameworks are relevant to us:

- UN Declaration of Human Rights
- The Charter of Fundamental Rights of the European Union
- Charter of the International Labour Organisation (ILO) on the Observance and Promotion of Fundamental Rights
- Diversity Charter

We also base our strategy development on the Sustainable Development Goals (SDGs) of the UN's 2030 Agenda for Sustainable Development.

Commitment at the highest corporate level

The Federal Board of Johanniter-Unfall-Hilfe is responsible for the implementation of the measures described in this Policy Statement. It ensures that every department and every



member of the organisation is aware of their own responsibility to respect and implement human rights.

Organisation-specific risks

In Germany and in the countries where we provide humanitarian aid or are active in development cooperation, we employ people from many different countries of origin, with different religious beliefs, genders, and age groups.

Equal rights for all employees are a matter of course for Johanniter-Unfall-Hilfe. We want everyone to feel comfortable working for us, regardless of gender, age, or background. Johanniter-Unfall-Hilfe sees diversity as an opportunity and organises its working and decision-making structures accordingly. We reject corruption as well as forced labour and human trafficking.

As a health and social services organisation, our risks lie in the procurement and use of products and services from our suppliers in Germany and abroad, e.g. vehicles, information technology, pharmaceutical products, medical devices, or disposable products such as personal protective equipment.

How we meet our human rights and environmental due diligence obligations

As part of our established risk management system, we identify, analyse and manage risks related to human rights violations on an annual and ad hoc basis. A reporting procedure has been established for employees and external parties to report human rights violations on an annual and ad hoc basis (Johanniter Whistleblower System).

In the event of violations, measures are immediately taken to clarify or eliminate the situation. The Federal Executive Board is immediately informed of identified risks and violations and initiates appropriate measures to reduce or eliminate them.

Expectations for employees, suppliers and business partners

We expect our employees, suppliers and business partners to respect human rights in all areas, to use resources responsibly and to adhere to ethical standards of behaviour.

In the future, supplier contracts will require compliance with human rights and environmental due diligence obligations as defined in the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz).

In addition, we will ensure that any human rights violations that come to our attention in our organisations or members of our associations are promptly remedied.