

Declaration
on respect for
human rights,
diversity and freedom
of association

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Instone's commitment to the recognised human rights standards

We, as a company, recognise the fundamental principles of respect for human rights, diversity and freedom of association. These principles form the foundation of our corporate philosophy and are in line with ethical principles and the principles of sustainable development.

Instone is one of Germany's largest residential property developers and develops projects for rental housing, publicly subsidised housing and privately financed housing. Our employees are, without exception, all employed in accordance with German labour and social laws.

Instone ensures that it complies with all legal provisions applicable in Germany and is committed to the protection of human rights, combating discrimination, fair working conditions, diversity and the freedom of association - both internally within the company and externally with our stakeholders.

We are committed to the following principles and guidelines, which guide all our actions and which we, as a company, pledge to comply with:

- United Nations Declaration on Human Rights (**UN HUMAN RIGHTS**)
- The Principles of the United Nations Global Compact (**PRINCIPLES** and **SIGNING**)
- Guidelines of the International Labour Organisation (**ILO**)

For Instone, these principles and guidelines are part of responsible corporate governance, as well as our **CODE OF CONDUCT**. All employees and our contractual partners should commit to respectful, compliant and fair behaviour within our company and towards our stakeholders.

Due diligence throughout the value chain

Respect for human rights

Instone advocates that all people are endowed with equal and inalienable rights from birth. Each and every person deserves respect, dignity and the opportunity to live their lives free from discrimination. We condemn all forms of injustice, oppression and violence towards our fellow human beings.

Equality, justice and good working conditions

Instone is committed to equality and justice to ensure that all people have equal rights and opportunities. We firmly reject discrimination, exploitation and unequal treatment. Instone strives for a just society in which everyone has the same opportunities regardless of their background, origin or social status.

For us, gender equality and equal pay for equal work are fundamental principles of good working conditions. They also include fair pay and job security. In the case of recruitment, remuneration, access to social benefits, career advancement and further training there is no differentiation between the sexes.

Diversity

Instone recognises diversity as an asset to our community. An important principle of our corporate policy is the equal treatment of all employees. No person may be discriminated against on the grounds of ethnic, social or national origin, gender, age, physical characteristics, disability, membership of a trade union, religion, marital status, pregnancy, sexual orientation, gender identity and gender expression, or any other criterion under applicable law.

We value the uniqueness of each individual, be it employees, customers, contractual partners or any other stakeholder. Instone rejects any form of aggression.

Organisational anchoring:

Every manager in the company is responsible for implementing and complying with our guidelines on promoting diversity and equal opportunities as well as the corresponding guidelines in everyday working life.

Instone sees the empowerment of women in the company as a special task. For the top management level, the diversity concept for the structure of the management and supervisory bodies is specified in the **CORPORATE GOVERNANCE DECLARATION**.

The targets for women at the level below the Executive Board up to the third management level are noted in the respective **CURRENT ANNUAL REPORT**.

Freedom of association

Instone believes in the right of every person to freely assemble, organise and peacefully defend their interests. Freedom of association is the backbone of a democratic society where people can raise their voices to seek change and build a fairer world. We support the right to freedom of expression and the right to freedom of assembly while respecting the principles of peace, tolerance and non-violent action. Instone maintains an open and constructive dialogue with our employees and their representatives.

At Instone, employees elect their own employee representatives. Employees who serve on an employee representative body are not disadvantaged or favoured in any way. Our employees are free to organise themselves in trade unions and to exercise their freedom of association in accordance with the statutory provisions

Continuous further development

This policy statement on respect for human rights is regularly reviewed by the Management Board and ad developed accordingly to reflect and take into account changes in Instone's human rights risk areas, implementation experiences and other relevant developments.