

Policy statement

As LEONHARD WEISS-Group we are aware of the importance of foresighted and careful action and know that the success of our company goes hand in hand with a responsible treatment of humanity and nature. As a company, but also as a community of people, we take this responsibility for our economic activity and for its influence on the global chains of economic value added.

Since 1989 the principle defined in our mission statement «Experience the joy of building with LEONHARD WEISS, by paying attention to social values and responsibly treating humanity, family and environment in connection with our activity» has been guiding us.

It is our objective to bestow the joy of building on all people. For this reason, the adherence to human rights is the basis of our interaction – within the company, as well as outside the limits of the company. LEONHARD WEISS avows itself to the internationally acknowledged human rights and obliges itself to support them and prevent breaches.

As a company active in the construction sector, characterised by bodily labour, we pay special attention to good working conditions. That means for us securing and supporting admissible working relationships, health and safety at work, further training and qualification, recreation, fair compensation, equality of opportunity and protection from discrimination.

In addition to that, the construction sector is especially energy and resource-intensive. As LEONHARD WEISS we avow to the protection of the environment. Part of this is the effort to minimise the environmental effects, to guarantee a conscious treatment of resources, as well as an efficient and economic use of raw materials including the support of recycling.

LEONHARD WEISS stands for consistent action. That means that breaches are not tolerated but persecuted. The company will implement whistle-blower possibilities, which will be available to third parties, as well as to employees.

LEONHARD WEISS regularly reviews its supply chain as part of a comprehensive risk analysis. The primary focus is on evaluating both our own business activities and those of our direct suppliers. Our goal is to identify risks to human rights and environmental protection at an early stage so that we can implement effective countermeasures. In accordance with the requirements of the Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltspflichtengesetz), our risk analysis has particularly highlighted the risks of insufficient occupational health and safety as well as the withholding of fair wages. These risks are given special attention and are addressed through targeted actions and preventive measures.

LEONHARD WEISS expects all employees and partners to adhere to the applicable laws. In addition to the acknowledged human rights, the code of conduct of LEONHARD WEISS-Group,

LEONHARD WEISS

as well as the code of conduct with requirements for subcontractors, suppliers and other business partners define our own framework of action, as well as our expectations.

We consider our activities of due diligence a continuous process to keep improving all the time. For this reason, we will check the measures taken time and again, evaluate them, develop them further and give a summary of them in connection with our reporting.

Your LEONHARD WEISS company management

Göppingen / Satteldorf, in July 2025



Marcus Herwarth



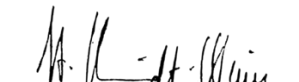
Christian Ott



Robert Kreß



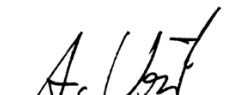
Ralf Schmidt



Stefan Schmidt-Weiss



Steffen Schönfeld



Alexander Weiss

LEONHARD WEISS