

Policy on Human Rights and Labor Standards

The two fundamental corporate values of safety and sustainability guide and inform the actions of Lenzing Papier GmbH. We foster a safety culture and a sustainably designed work environment for the benefit of all our employees, business partners, and the local communities in which we operate. Our employees are our top priority in everything we do, and we take our social responsibility towards them seriously. Within the global network of Lenzing Papier GmbH, there is an unconditional commitment to strictly adhere to all applicable social and ethical obligations and, where possible, to exceed them. Our suppliers are equally expected to uphold these standards.

Our promise:

Lenzing Papier GmbH is committed to upholding all internationally recognized human rights and will not tolerate any violations whatsoever. In particular, we expressly commit ourselves to upholding the human rights of all our employees within our sphere of influence.

We respect and support the principles of the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact, and the Declaration on Fundamental Principles and Rights at Work of the International Labor Organization (ILO). These fundamental principles include:

- Prohibition of child labor
- Prohibition of forced labor of any kind (including prison labor, bonded labor, and slavery)
- Freedom of assembly and the right to collective bargaining
- Fair pay and fair working hours
- Safe and healthy workplaces
- Protection from discrimination, harassment, and inhuman treatment. This includes, but is not limited to, protection from personnel decisions based on personal characteristics or beliefs unrelated to the ability to perform the job, such as gender, age, race, color, origin, ethnicity, social background, sexual orientation, family responsibilities (including pregnancy), disabilities, political opinions, precarious health, discrimination regarding working conditions, marital status, etc.

We firmly believe that the success of Lenzing Papier GmbH depends on the satisfaction and well-being of our employees.

Lenzing, April 13th, 2026



Ernst Brunbauer
Managing Director



Harald Bodner
Chairman of the works council