



Riese & Müller Declaration of Principles on the Observance of Human Rights

Version 3, August 2023

„Our growth is based on the principle of it being good and healthy for the people with whom we work.“ Dr. Sandra Wolf

E-Bikes and Cargo-Bikes are products that inspire people all over the world, and are associated with positive feelings and experiences. By using our products, our customers are doing something positive for the environment and for their own health as well.

It is therefore important to us that our products are in harmony with people and nature, but also that people with whom we work are governed by „good, fair and healthy“ standards. People are at the heart of everything we do, and this is firmly anchored in our corporate culture.

The production of our products is based on global supply and value chains. We are committed to reinforcing human rights and preventing human rights violations. This commitment applies both to our site in Mühlthal/Germany and to our global supply and value chains.

Our business activities and conduct adhere to the following internationally applicable standards and guidelines:

- The United Nations Universal Declaration of Human Rights (UN UDHR)
- The United Nations Guiding Principles on Business and Human Rights (UNGPR)
- The principles of the United Nations Global Compact (UNGC)
- The conventions and recommendations of the International Labour Organisation (ILO) on labour and safety standards
- The Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises
- The UN Conventions on the Rights of the Child (UN-CRC)
- The United Nations Convention on the Elimination of All Forms of Discrimination Against Women (UN-CEDAW)
- The Code of Conduct of the Responsible Sport Initiative (RSI) by the World Federation of the Sports Goods Industry (WFSGI)



Despite our obligation to exercise diligence with regard to human rights, we are aware that violations may occur. We therefore regard the establishment of a complaints mechanism as being essential as an indicator for identifying risks, detecting actual violations where they occur and initiating countermeasures. We also have a whistleblower system, which gives everyone associated with Riese & Müller – whether employees, customers, dealers or suppliers – a tool for reporting compliance violations. Violations can be reported at any time to compliance@r-m.de.

We are conscious that this is just a start and that exercising our duty of care with regard to human rights in our own business activities and in our supply and value chains is an ongoing process.

As Directors of Riese & Müller, we are responsible for this process and implementing the measures.

We are committed to doing so. We are on the move.

Heiko Müller

Dr. Sandra Wolf