

Mission Statement on Respecting Human Rights

As one of Europe's leading property companies, with over 300,000 customers, it is a matter of course for Deutsche Wohnen to respect fundamental and universally valid human rights and support their protection and preservation.

Commitment to human rights standards

We commit to strict compliance with all legal provisions that apply to our business activities, and respect human rights. We are actively committed to conducting ourselves responsibly and ensuring fair working conditions in our organisation and expect our employees and business partners to do the same.

Our business activities are guided by the following conventions in particular:

- United Nations Universal Declaration on Human Rights
- United Nations Guiding Principles on Business and Human Rights
- Basic principles and rights set out in labour and social standards, including the eight core conventions of the International Labour Organisation (ILO)
- OECD Guidelines for Multinational Enterprises

The values and standards enshrined in these conventions form the basis of our approach to responsible corporate management. They are reflected in group-wide guidelines, such as respective Codes of Conduct for our employees and for business partners of Deutsche Wohnen SE. Our aim is to ensure that Deutsche Wohnen fulfils its duty of diligence obligations with regard to human rights and that no human rights violations occur as a result of our conduct or the activities of our business partners. This commitment applies to the entire Deutsche Wohnen group.

Through our Code of Conduct, all of our employees commit to respectful, fair and compliant behaviour within our organisation, towards our customers, business partners and other stakeholders.

Beyond our own organisation, we include our entire value chain in this approach as a matter of course. Our properties are exclusively located in Germany and the majority of our business relationships are with business partners based in Germany or elsewhere in the EU. In our Code of Conduct for business partners, we set out our expectations with regard to their compliance with legal provisions, their fulfilment of their duty of diligence obligations with regard to human rights, and their integrity and ethical standards. The Code of Conduct clearly states that Deutsche Wohnen does not tolerate any violations of the Code and shall take robust action against any such violations, up to and including the termination of business relationships.

Inclusion of the value chain

In order to examine the impact of our conduct on human rights, we have analysed potential risks to human rights in our value chain.

Based on the conventions mentioned above, our analysis has identified the following areas of human rights-related activity that may be relevant to our value chain:

- Right to freedom and self-determination
- Ban on slavery and forced labour
- Protection of minors, ban on child labour
- Right to equal opportunities and treatment, ban on discrimination
- Freedom of thought, expression and religion
- Freedom of assembly and association
- Health and safety at work
- Right to fair pay and fair and responsible treatment of employees, social security

Based on this analysis, in those areas where we have identified potential risks, we will determine suitable measures to tackle these appropriately.

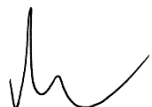
Responsibilities and whistleblower system

Deutsche Wohnen's Management Board and management staff are committed to compliance with existing legislation and regulations. Deutsche Wohnen's Compliance department (compliance@deuwo.com) helps its managers carry out their duties in this regard. Potential human rights violations or abuses may be reported to the Compliance department, managers or to an Ombudsperson (external lawyer) (deutschewohnen@fs-pp.de), by employees or by external parties – who can choose to remain anonymous. All reports are treated confidentially.

Ongoing development and reporting

This Mission Statement on Respecting Human Rights is reviewed on a regular basis and developed accordingly by the Management Board. We report annually on the performance of our due diligence obligations with regard to human rights.

The Deutsche Wohnen SE Management Board, March 2021



Michael Zahn



Philip Grosse



Henrik Thomsen



Lars Urbansky