



Supplier code of conduct of Kählig Antriebstechnik GmbH

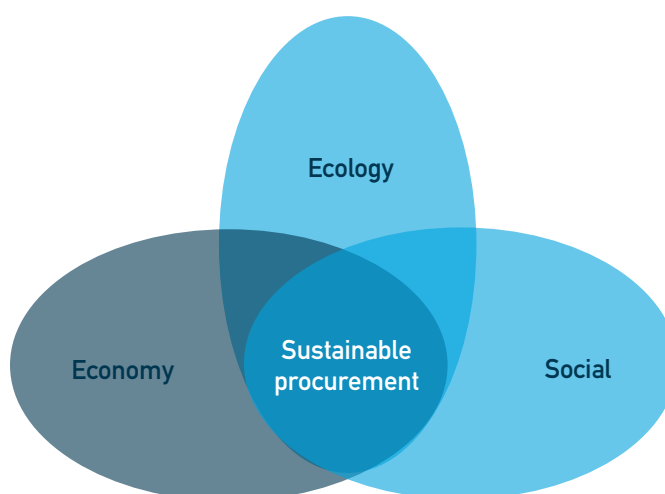
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1. Introduction

Kählig Antriebstechnik GmbH claims to develop and improve itself and its products continuously. This applies to quality and the associated social and environmental performance. Therefore, we pursue sustainable and responsible corporate management in compliance with the current occupational safety standards and environmental and human rights requirements. In the procurement area, this is to be implemented through responsible material purchasing and good supplier relationships. For this purpose, we have gathered some of our values, legal standards and general requirements, which we expect our suppliers to appreciate and comply with. In addition to local laws, we are guided by the International Labor Organization (ILO) requirements, the UN Declaration of Human Rights and the SDGs.

With this framework of requirements, we want to clarify our position and contribute to the observance of human rights and environmental protection. Therefore, please read the following Code of Conduct carefully, act accordingly, and pass on the values in your supply chain. To meet or optimize the requirements, please make appropriate efforts.

This agreement is valid for the entire duration of the cooperation as long as there is no new edition. If a new edition comes into force, this code will cease to be valid and replaced by the latest edition. By signing the code of conduct, the contractual partners agree to respect and comply with the following requirements and principles.



2. Social

We require that the work services are always provided in compliance with human dignity. This includes the provision of **fair wages**, which are contractually fixed and based on the national standard. Local requirements and corresponding ILO recommendations on maximum working hours and vacation days must also be respected. Any form of **involuntary** work due to psychological or physical pressure and forced overtime is not permitted.

Employees must be allowed to terminate the employment relationship at any time and of their own free will. The legal **minimum age** must also be considered when hiring and assigning work per ILO 138. In addition, employees must be released from night work and overtime before reaching the age of 18, and their tasks must be chosen in such a way that they do not restrict their development and health. **Occupational safety** is a top priority for all employees in the company, as well as for external service providers, suppliers and customers present, and must be ensured at all times. No activity may have an undue adverse impact on the **well-being and health** of an employee or contractor. Activities shall otherwise be deviated from, or adequate **safety precautions** shall be taken. These shall be reviewed regularly at each site.

No employee, customer, service provider, or other person associated with the company may be **discriminated** against based on gender, origin, sexuality, skin colour, political views, religion or other characteristics. Resulting **insults, harassment, humiliation or degradation** must be prohibited or followed up if they occur. Equal opportunities are to be maintained at every level of action.

The right to freedom of association exists to implement one's rights and interests. Affected parties thus have the right to join peacefully and form groups or unions. This right must be respected.

Inhumane working conditions are relevant within the company itself and occur along the value chain, especially in the procurement of raw materials. So-called **conflict minerals** (gold, tin, tantalum, tungsten) are also linked to financing armed violence. Suppliers and fusing should be screened for conflict minerals and local working conditions, and appropriate action should be taken if necessary.

3. Ecological

Suppliers are assumed to comply with all relevant **environmental protection laws** in connection with their activities. **Environmental pollution** beyond this (e.g. pollutant inputs into the media soil, air or water) must be treated according to the precautionary principle or kept at the lowest possible level. This also ensures the necessary **protection of biodiversity**. Natural resources should be used responsibly and efficiently. This way, waste of material, energy and water can be prevented. In this context, the supplier also strives to avoid **CO₂ emissions** and takes measures to reduce its **ecological footprint**. Ingredients in products that harm the environment and health should be avoided. If **harmful components** become known, steps must be taken to avoid or replace them, depending on the legal situation. In addition, the customer must be informed of any possible danger from the product.

4. Ethical-economic

Honest and respectful cooperation is part of our daily business. For this to be possible, the following requirements must be met, and we would also like our suppliers to comply with them.

Employees and suppliers can report complaints or concerns to a responsible person without fear of negative consequences. Gifts, bribes or other corrupt practices must not be tolerated or undertaken by the company itself, regardless of the position of the person involved. Decisions must always be made objectively, and influence, as well as personal conflicts of interest, must be avoided. Respectful cooperation requires the maintenance of fair competition.

Any agreements on technical solutions, prices or other information relevant to competition are against the rules. Personal data of our employees, customers, and suppliers are treated confidentially and not made accessible to third parties. We expect the same discretion and security from our contractual partners.

Technical know-how, order data sheets, and business and strategic information are also subject to intellectual property protection and may only be viewed by authorized persons and for contractual purposes.

5. Compliance and violation

By signing this code, the supplier confirms to comply with the listed requirements or, if it still needs to be done, to implement them on time. The supplier undertakes to inform Kählig Antriebstechnik of any violations and/or increases in risk in connection with this code without being asked to do so. If the supplier knowingly violates the requirements of this code without initiating measures, this is considered to be an impairment of the business relationship.

It is also the responsibility of the supplier to pass on the listed human rights and environmental requirements to its suppliers.

Date, Location

Name and signature