

Köлле GmbH Werkzeugbau und Stanzerei commit themselves to its social responsibility within the scope of its business activities.

This includes, for example, but not exclusively, working conditions, social and environmental compatibility, as well as transparency and trustful cooperation.

The management bears the responsibility for the implementation of these principles. We expect our business partners to commit themselves to comply with this Corporate Code.

## **HUMAN RIGHTS**

We commit ourselves and our business partners to respect and comply with international human rights.

## **CHILD LABOUR**

Child labour in our company and with our business partners is strictly forbidden.

## **FORCED LABOUR**

Any form of forced labour in our company and with our business partners is rejected.

## **DISCRIMINATION AND RESPECT FOR EACH OTHER**

We want to provide jobs that are free from discrimination and harassment based on gender, race, color, religion, age, national origin, disability or sexual orientation. Employees in our company deserve mutual respect. We expect a non-discriminatory working environment from our business partners.

## **REMUNERATION, EMPLOYMENT RIGHTS AND DATA PROTECTION**

We and our business partners comply with the legal regulations regarding remuneration, including the locally applicable minimum wage agreements, as well as the respective applicable regulations regarding labor law and the personal data protection of all employees.

## **HEALTH AND SAFETY**

A safe and healthy working environment is created that meets or exceeds the relevant standards for health and safety at work. Appropriate measures are taken to prevent workplace injuries and work-related illnesses.

## **ENVIRONMENTAL RESPONSIBILITY**

Our business partners maintain an efficient and constantly improving environmental management system at all production sites worldwide. The minimum requirements are the observance of the environmental protection laws that are valid in the respective countries.

## **CONFLICTS OF INTEREST, GIFTS AND ATTEMPTED CORRUPTION**

Our business partners commit themselves to adhere the regulations of free competition, particularly the antitrust law. No corruption or other unlawful payments may be made or offered to public officials, employees of Kölle GmbH or other persons. Any form of money laundering is prohibited.

## **IMPORT AND EXPORT REGULATIONS**

Our business partners ensure compliance with the applicable laws and regulations for the import and export of goods and services.