



Code of Conduct for Suppliers

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In its principles and corporate values, the HAHN+KOLB Group is committed to complying with all applicable laws and implementing high ethical standards. In this regard, the HAHN+KOLB Group is guided in particular by the Universal Declaration of Human Rights and the principles of the United Nations Global Compact. We expect our suppliers to continue to demand these principles in the supply chain. This Code of Conduct describes the minimum requirements to meet our standards.

Human rights, ethical behavior and compliance with applicable law

- Respect for and protection of human rights
- Compliance with high ethical standards and all applicable laws
- Actions are always fair, respectful and trustworthy
- No discrimination, harassment or other dishonest conduct based on sex, age, race, color, ethnic or national origin, religion, belief, sexual identity or orientation, marital status, disability or any other characteristic protected by law, and prohibition of any form of slavery, servitude and forced or compulsory labor, and human trafficking
- Prohibition of any form of child or forced labor, as well as working conditions and treatment that violate laws or international agreements.
- Compliance with legal requirements for young workers
- Ensuring ethical recruitment
- Recognition of the right to freedom of association and collective bargaining
- Recognition of diversity, equality and inclusion
- Recognition of the rights of minorities and indigenous peoples
- Recognition of women's rights
- Preventing conflicts of interest by raising awareness and providing clear internal guidelines
- Ensuring that there are no forced evictions due to economic interests
- Active fight against corruption and money laundering
- Suppression of plagiarism trade
- Securing intellectual property
- Compliance with export controls and economic sanctions
- Safeguarding fair competition and antitrust law
- Possibility of whistleblowing
- Protection against retaliation for anonymous reporting (whistleblowing)

Occupational health and safety

- Compliance with legal requirements regarding occupational health and safety
- Aiming for certification according to DIN EN ISO 45001
- Compliance with the applicable statutory working time requirements



Wages, benefits

- Obligation to comply with adequate wages
- Granting of social benefits
- Financial responsibility

Environmental protection

- Environmental protection has a high priority; natural resources, pollutants and chemicals are handled responsibly
- Development and dissemination of environmentally friendly technologies (renewable energies) is taken into account
- Continuous reduction of energy consumption and greenhouse gas emissions through appropriate measures
- Increasing energy efficiency through appropriate measures
- Waste prevention is to be prioritized
- Responsible use of water is assumed
- Measures to preserve water quality, reduce water consumption and optimize water management.
- Continuous improvement of air quality through the introduction of appropriate measures
- Compliance with the legally prescribed noise emissions
- The safeguarding of the soil quality is to be ensured
- Biodiversity is to be safeguarded and supported; all preventive measures for active animal protection are to be applied
- Life cycle assessment of all products from the product creation process to product recycling
- Land use and deforestation are to be reduced to a minimum
- The local land, forest and water rights are to be observed
- Active support for decarbonization in the manufacture of products
- Active support for sustainable resource management
- Monitoring and permanent reduction of greenhouse gas emissions

Conflict Minerals

- Applicable legal requirements relating to "conflict minerals," including tin, tantalum, tungsten, their ores and gold from conflict areas are complied with
- Maximum efforts are made to avoid the use of raw materials that directly or indirectly finance armed groups that violate human rights



Information Security

- You respect the privacy and confidential information of all your employees and business partners and protect the data and intellectual property from misuse
- Upon request, assure the disclosure of all relevant information

Protection of company assets and handling of information

- The assets of the HAHN+KOLB Group, including intellectual property, are respected and protected from loss and misuse
- Business secrets and other sensitive information of the HAHN+KOLB Group are kept strictly confidential

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Jacqueline Wiertz
Management

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