



For Hengstenberg GmbH & Co. KG (hereinafter referred to as "Hengstenberg"), as a family-run company, it is important to have a uniform language and guidelines to strengthen and maintain our own values. Our values are shaped by tradition. We are convinced that business should be conducted honestly, fairly and with respect for other people, their dignity and their rights.

As a standard requirement for doing business with Hengstenberg, we require our business partners (suppliers, their producers and subcontractors) to comply with and protect at least these requirements.

1. Child and forced labour

No child labour shall be used in accordance with the provisions of the ILO, United Nations Conventions and national regulations. In particular, ILO Conventions 79, 138, 142, 182 and ILO Recommendation 146 apply.

Employment is freely chosen. Business partners may not engage in any form of forced labour, bonded labour, slave labour, servitude, human trafficking or other forms of domination or oppression in the vicinity of the place of work. Hengstenberg specifically prohibits goods being produced using prison labour. ILO Conventions 29 and 105 apply.

2. Discrimination

Ensure that all workers are treated equally and have access to equal opportunities. No discrimination shall be tolerated based on gender, age, religion, belief, race, caste, social origin, disability, health status, ethnic and national origin, nationality, membership of workers' organisations including trade unions, political affiliation, sexual orientation or any other personal characteristic. ILO Conventions 100, 111 and 159 apply.

3. Fair working conditions

The business partner shall respect the right of workers to associate, to organise peacefully and to bargain collectively within the framework of applicable regulations. Workers' representatives shall be protected against discrimination. ILO Conventions 87, 98 and 135 and ILO Recommendation 143 apply.

The currently applicable regulations and industry standards on remuneration and performance shall be complied with and employees shall be adequately remunerated. The business partner shall pay at least the statutory minimum salary or the minimum salary customary in its industry - whichever is higher. Salary deductions for disciplinary purposes are not permitted. ILO Conventions 26 and 131 apply.

The maximum working hours prescribed by law or collective agreement shall be respected by the business partner. Employees shall be paid for overtime in accordance with the applicable regulations. ILO Conventions 1 and 14 apply.

4. Disciplinary actions

Employees are to be treated with respect and dignity. Any form of physical, psychological, sexual or verbal harassment and abuse, as well as any other form of intimidation, is prohibited. Disciplinary actions must be in accordance with national laws and internationally recognised human rights. Employees who complain based on the Code and/or applicable national/international laws shall not be subjected to any disciplinary action or reprisal.

5. Working conditions, health and safety

The workplace must not compromise the health and safety of employees. A safe and hygienic working environment shall be provided. Appropriate protective measures shall be taken to avoid exposure to chemical, physical or biological agents. In addition, occupational safety and health

practices shall be promoted to prevent accidents and injuries at work or through the operation of employer's facilities.

6. Management practices

The social standards defined in this Code must be recognised by the management of each business partner and incorporated into company policy. Employees shall be informed about the content of the Code and applicable national/international laws in a manner accessible to them.

Responsible personnel must be designated for issues such as human resources/employment, legal requirements, occupational health and safety, production planning and other important issues at production level. Business partners shall maintain appropriate records to demonstrate compliance with this Code and national/international laws.

7. Business integrity

The business partner undertakes to comply with all applicable regulations and prohibitions concerning corruption, fraud, bribery and extortion.

Offering gifts, payments or invitations with the intention of influencing the business relationship is not permitted. The same applies to promising, demanding, granting or accepting such advantages.

The business partner undertakes to respect fair competition, in particular by complying with the applicable antitrust law and other relevant regulations.

8. Environmental damage

Actions that cause environmental damage by causing harmful soil changes, water pollution, air pollution, harmful noise emissions or excessive water consumption are to be refrained from.

The business partner assumes responsibility about environmental protection and observes the applicable regulations.

9. Sustainability

The business partner shall design its business processes in a sustainable manner, use resources sparingly, minimise harmful environmental impacts and continuously improve its sustainable actions. It undertakes to contribute to the conservation of animal and plant biodiversity within its sphere of influence.

10. Compliance with the Code

Hengstenberg is entitled to check compliance with the code on site at the business partner's premises itself or through commissioned third parties or to demand the presentation of documents proving compliance with the code.

If the business partner detects a violation of this Code by itself, its suppliers, agents or subcontractors, this must be reported to Hengstenberg without being requested to do so. Remedial actions in the event of non-compliance must be initiated immediately and implemented within a reasonable period.

In the event of culpable violation, Hengstenberg reserves the right to withdraw from or terminate the respective contract.

With each acceptance of an order or order, the business partner (supplier, service provider) tacitly confirms that it will comply with the principles and requirements of this code in all deliveries to and orders from Hengstenberg.