



Code of Conduct

HAHN+KOLB Tools GmbH
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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. 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
- Prohibition of any form of child or forced labor, as well as working conditions and treatment that violate laws or international agreements.
- Ensuring the rights of minorities and indigenous peoples
- Compliance with legal requirements for young employees
- Ensuring ethical recruitment
- Recognition of the right to freedom of association
- Regular negotiations on pay increases
- Preventing conflicts of interest by raising awareness and providing clear internal guidelines
- Ensuring that there are no forced evictions due to economic interests
- Suppression of plagiarism trade
- Active fight against corruption and money laundering
- Compliance with export controls and economic sanctions
- Observance of local land, forest and water rights
- Possibility of whistleblowing
- Protection against retaliation for anonymous reporting (whistleblowing)



Occupational health and safety

- Compliance with legal requirements regarding occupational health and safety. This includes:
 - The provision and supervision for the use of personal protective equipment
 - Ensuring machine safety through regular inspections by the occupational safety committee throughout the company with risk assessments of workplaces and work equipment
 - Emergency preparedness through the legally required number of trained first aiders
 - Documentation and evaluation of operational, mobile and commuting accidents
 - Workplace ergonomics
 - Incident handling according to process instruction H+K_GP 8.2b and H+K_GP 8.2d
 - Consideration of the process descriptions in the IMS (H+K_GP_AS ff.)
 - Registration of all chemicals used in the company in the hazardous substances register. The safety data sheets are stored for all chemicals
 - Ensuring fire protection through regular inspections by the occupational health and safety committee with the external fire protection officer and internal fire protection officers throughout the company with written documentation

- Maintaining the 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
- Ensuring financial accountability to the legitimately interested parties



Information Security

- We respect the privacy and confidential information of all employees and business partners and protect the data and intellectual property from misuse
- Upon request, we 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

Ludwigsburg, 13.02.2024

Jacqueline Wiertz
Management

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Management