



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 upholding 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 ensure that these principles are fully upheld throughout the supply chain. This Code of Conduct sets out the minimum requirements for meeting our standards and comes into force on 1 March 2024.

Human rights, ethical conduct and compliance with applicable law

- Respect for and protection of human rights
- Adherence to high ethical standards and all applicable laws
- Conduct must always be fair, respectful and trustworthy
- No discrimination, harassment or other dishonest behaviour on the grounds of gender, age, race, skin colour, ethnic or national origin, religion, belief, sexual identity or orientation, marital status, disability or any other legally protected characteristic; and a prohibition on all forms of slavery, servitude, forced or compulsory labour, and human trafficking
- Prohibition of all forms of child labour or forced labour, as well as working conditions and treatment that contravene laws or international agreements
- Compliance with statutory 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 through awareness-raising and clear internal guidelines
- Ensuring that no forced evictions take place on the grounds of economic interests
- Actively combating corruption and money laundering
- Prevention of the trade in counterfeit goods
- Protection of intellectual property
- Compliance with the applicable sanctions and embargo measures of the European Union and the Federal Republic of Germany, in particular no sale or supply of goods that contravene the resulting import and trade bans
- Upholding fair competition and antitrust law
- Opportunity for whistleblowing
- Protection against retaliation in the event of an anonymous report (whistleblowing)



Health and safety at work

- Compliance with statutory requirements regarding occupational health and safety
- Pursuit of certification to DIN EN ISO 45001
- Compliance with the applicable statutory working time regulations

Wages, social benefits

- Commitment to paying fair wages
- Provision of social benefits
- Financial responsibility

Environmental protection

- Environmental protection is a high priority; natural resources, pollutants and chemicals are handled responsibly
- The development and dissemination of environmentally friendly technologies (renewable energies) are taken into account
- Continuous reduction of energy consumption and greenhouse gas emissions through appropriate measures
- Increasing energy efficiency through appropriate measures
- Waste prevention must be prioritised
- Responsible water management is a prerequisite
- Measures to maintain water quality, reduce water consumption and optimise water management
- Continuous improvement of air quality through the implementation of appropriate measures
- Compliance with statutory noise emission limits
- Soil quality must be safeguarded
- Biodiversity must be safeguarded and supported; all preventive measures for active animal welfare must be implemented
- Life-cycle assessment of all products, from the production process through to product recycling
- Land use and deforestation must be reduced to a minimum
- Local land, forest and water rights must be respected
- Active support for decarbonisation in the manufacture of products
- Active support for sustainable resource management
- Monitoring and the ongoing reduction of greenhouse gas emissions



Conflict minerals

- Applicable legal requirements relating to 'conflict minerals', including tin, tantalum, tungsten, their ores and gold from conflict-affected areas, are complied with
- Every effort is 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 data and intellectual property from misuse
- Upon request, you shall ensure the disclosure of all relevant information regarding

data protection

- Commitment to complying with legal requirements regarding data protection (GDPR, BDSG)
- No processing of personal data without authorisation
- No unauthorised transfer or disclosure of personal data
- Undertaking to provide support in the exercise of data subjects' rights under Articles 12 to 22 of the GDPR
- Implementation of appropriate technical and organisational measures for data security in accordance with Article 28 of the GDPR
- Undertaking to provide support in complying with the obligations under Articles 32 to 36 of the GDPR
- Obligation to provide information in the event of breaches of data protection regulations (data breaches)
- Transfer of data processing to third countries only where an adequate level of protection is ensured in accordance with Articles 45 and 46 of the GDPR
- Return or erasure of personal data, provided that no legal obligations preclude this

Protection of company assets and handling of information

- The assets of the HAHN+KOLB Group, including intellectual property, shall be respected and protected against loss and misuse
- Strict confidentiality is maintained regarding trade secrets and other sensitive information relating to the HAHN+KOLB Group



Ludwigsburg, 19 February 2026

Jacqueline Wiertz
Management

On behalf of Rolf Eberle
Management Representative