



Code of Conduct

HAHN+KOLB Werkzeuge 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. For this reason, as part of its affiliation with the WÜRTH GROUP, it has joined the UN Global Compact, the world's largest and most important initiative for responsible corporate governance. This Code of Conduct describes the minimum requirements for meeting our standards 100% and comes into force on 29.08.2025.

Human rights, ethical behavior and compliance with applicable law

- Respect and protection of internationally recognized human rights
- Compliance with high ethical standards and all applicable laws
- Actions are always fair, respectful and trustworthy
- We ensure equal opportunities, diversity, equal treatment and inclusion and do not tolerate discrimination, harassment, disregard for women's rights or other dishonest behavior based on gender, age, race, skin color, ethnic or social origin, nationality, religion, ideology, sexual identity or orientation, marital status, disability or any other legally protected characteristic
- Ensuring the rights of minorities and indigenous peoples
- Prohibition of all forms of child or forced labor, as well as working conditions and treatment that violate laws or international agreements, i.e. compliance with ILO Convention No. 138 (minimum age) and No. 182 (child labor)
- Training all employees on compliance issues with the aim of sensitizing, informing and activating employees in order to proactively promote the joint protection of human rights due diligence
- Compliance with legal requirements for young employees
- Ensuring ethical recruitment
- Recognize the right to freedom of association and to establish collective worker representation
- No preferential treatment or discrimination of employees due to membership of a trade union or company employee representative body
- Regular negotiations on pay increases



- Prevention of conflicts of interest through awareness-raising and clear internal guidelines
- Actively combating corruption and money laundering
- Prevention of plagiarism
- Compliance with export controls and economic sanctions
- Respecting local land, forest and water rights
- Ensuring that there are no forced evictions due to economic interests
- 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 monitoring of the use of personal protective equipment
 - Ensuring machine safety through regular inspections by the occupational health and 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 workplace, mobile and commuting accidents
 - Workplace ergonomics
 - Incident handling in accordance with process description
H+K_GP 8.2b and H+K_GP 8.2d
 - Consideration of the process descriptions in the IMS (H+K_GP_AS ff.)
 - Recording of all chemicals used in the company in the hazardous substances register. The safety data sheets are stored for all chemicals
 - Ensuring fire safety through regular inspections by the occupational health and safety committee with the external fire safety officer and internal fire safety officer throughout the company with written documentation



- Maintaining certification in accordance with DIN ISO 45001
- Compliance with the applicable statutory working time regulations

Wages, social benefits

- Commitment to pay appropriate living wages while promoting equal pay for men and women
- Granting of social benefits
- Ensuring financial responsibility towards the legitimately interested parties
- Respecting the respective country-specific legal provisions and agreements on working hours and paid leave

Information security

- Protecting the privacy and confidential information of all employees and business partners
- Protection of data and intellectual property from misuse
- Disclosure of all relevant information upon request
- Maintenance of DIN ISO/IEC 27001 and TISAX certifications

Product safety

Ensuring the health and safety of customers by

- Compliance with Directive 2001/95/EC on general product safety
- Compliance with all product-specific prescribed guidelines and laws
- Process-controlled product restart in compliance with all product-specific guidelines and laws
- Compliance with all prescribed product-related specification tests, taking into account the prescribed legal archiving regulations
- Compliance with the specification of product documentation in the national language of the sales market

Protection of company assets and handling of information

- Respect for the assets of the HAHN+KOLB Group, including intellectual property and protection against loss and misuse
- Strict confidentiality regarding business secrets and other sensitive information of the HAHN+KOLB Group

Ludwigsburg, 29.08.2025



Jacqueline Wiertz
Managing Director



I.R. Rolf Eberle
Management Representative