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KÄSSBOHRER GELÄNDEFahrZEUG AG

Compliance - Directive – Human Rights

Version management:

Date	Author	Change
2022-03-01	Dr. Silke Knell	Proactive creation

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1 Purpose

Responsibility

Kässbohrer expressly affirms its responsibility to respect human rights.

With our own subsidiaries and a worldwide retailer network, we are committed to global values and standards.

We affirm the principles of the following internationally recognized standards:

- The Universal Declaration of Human Rights (UDHR)
- The eight core conventions of the International Labour Organization (ILO)
- The OECD Guidelines for Multinational Enterprises
- The United Nations Guiding Principles on Business and Human Rights (UNGP)

We expect compliance with these crucial guidelines and recommendations from our employees and business partners worldwide.

2 Scope

This organizational directive is valid for Kässbohrer Geländefahrzeug AG and the subsidiaries.

3 Description

1. Labor conditions within the company

The labor conditions of our company are in agreement with the internationally recognized fundamental labor standards and the valid laws of the countries in which Kässbohrer is active.

For us, the ILO core labor standards are to be complied with worldwide. Their four basic policies define the mission and activity of the company:

- The right of workers to associate freely and bargain collectively
- The end of forced and compulsory labor
- The end of child labor
- The end of unfair discrimination among workers

Insofar as valid law explicitly prohibits the application of ILO core labor standards in individual countries, we still try to remain true to their underlying principles in an appropriate manner. If it is necessary to align labor and welfare standards with local conditions, we comply with nationally applicable standards at a minimum.

2. Business partners and suppliers

When choosing business partners, economic criteria are not solely decisive. Rather, standards for the protection of the environment, labor safety and welfare as well as strict obedience to the law also factor in our assessment of new and existing business relationships. These standards are defined both in our own code of conduct and in the code of conduct for suppliers. The code of conduct, which is valid for the entire company, is to provide a fundamental orientation for all contractual relations and aid the employees in their careful and responsible selection of business partners and suppliers.

We inform our suppliers of the expected standards of our company. If there is an increased potential of risk, or if suppliers might not meet our standards or do so only in part, we strive to find solutions in in-person meetings. If the disagreement persists, we seek to withdraw from the business relationship if at all possible.

3. Product safety

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The products from Kässbohrer are subject to binding norms and standards. We use regular checks and inspections, strict monitoring of our products in the field and strict quality management as we continuously strive for the high quality of our products, and we ensure that they do not pose a risk to people and the environment if they are used responsibly and properly.

4. Implementation and checks, training

Kässbohrer's code of conduct, which also includes all values mirrored in this declaration, is valid for all operational national organizations, taking local requirements into account, and is binding for all employees in its respective version. The code of conduct and our directives and declarations on compliance describe our ideas and values, which meet high ethical and legal standards and are valid for all business activities – from strategic planning to day-to-day business.

For successful implementation, we train our employees worldwide in the compliance areas that are particularly relevant for their areas of activity. Participation is mandatory.

To ensure that the standards and values specified by us are complied with, all employees are required to report violations of the code of conduct and of the compliance guidelines that are based on our declared values.

In all questions concerning this directive and compliance with it, all employees should first try to clarify the situation with their supervisors or with the legal department. If, for any reason, this is not possible or if it does not seem appropriate to the situation, the employees can also communicate their information on violations to our ombudsman by means of the whistleblower system.

The ombudsman is an external lawyer who helps with the assessment of compliance violations and protects you because he can grant you anonymity even vis-a-vis the company if you should desire so. Contact with the ombudsman is free of charge for you.

All information is treated confidentially.

4 Validity

The organizational directive takes effect upon signature

Place, date:

Laupheim / 2022-03-01

Approved by

Chief Executive Officer
Jens Rottmair

Chairman
Steffen Kaiser

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