



## **The Kässbohrer Geländefahrzeug AG Code of Conduct for Suppliers**

It is important to Kässbohrer that the applicable national laws and regulations in regard to environmental protection, product safety and social issues be complied with as part of every business activity.

For this requirement to be satisfied, it is part of our corporate policy to formally request all of our suppliers to observe the principles of our Code of Conduct for Suppliers and adapt their business practices to it.

Building upon the Kässbohrer "Code of Conduct," with our Code of Conduct for Suppliers we are pursuing the goal of compliance with international social standards, environmental management standards and the principles of the International Labour Organization ILO in our upstream supply chain as well.

This Code of Conduct for Suppliers forms the foundation for all contractual relationships. Kässbohrer values close and productive collaboration with its suppliers and therefore expects from its suppliers the greatest possible compliance with Code of Conduct for Suppliers or appropriate efforts to take corrective action if any substantial shortcomings in observation of the Code of Conduct for Suppliers are found.

### **The Code of Conduct for Suppliers**

In connection with its Code of Conduct for Suppliers, Kässbohrer has the following expectations of its business partners:

#### ***Working conditions/employees***

1. The suppliers shall not use child labor at any stage in the manufacturing process. The suppliers are required to follow the recommendation from the ILO Minimum Age Conventions.
2. Compensation and ancillary pay shall correspond to the fundamental principles of minimum wages, work times, overtime and statutory ancillary services.
3. Any form of forced or compulsory labor as defined by the ILO Forced Labour Convention, including mandatory overtime, slavery, human trafficking or forced labor in prison, shall not be made use of in any way, and the employees shall be free to terminate the employment relationship with an appropriate notice period.
4. Suppliers are expected to recognize the right of employees to freedom of association and the right of employees to collective bargaining, insofar as this is permitted by law.
5. The supplier is expected to guarantee safe and healthy working conditions, which correspond to or exceed the applicable standards for health and safety in the workplace. At minimum, this includes compliance with the laws and regulations applicable in the respective country and the possession of required approvals, licenses and permissions. The suppliers should have suitable procedures as well as safety measures and safety equipment and continuously improve their health and safety measures.

#### ***Environmental standards***



1. It is expected that the operations of the suppliers will be carried out in accordance with all applicable laws and regulations of the country in question, and that this will be done with all due care and respect for the environment. Among other things, this includes systematically managing the effects on the environment in regard to emissions, energy, water, waste and biological diversity, and that the suppliers prevent, minimize or compensate for such effects. Furthermore, the suppliers are required to implement appropriate and suitable environmental measures and continuously improve their environmental behavior.

2. All products and services must be supplied and rendered as per the environmental, quality and safety standards in accordance with the pertinent contract sections and be safe for their intended use.

### ***Business ethics***

1. Business must be conducted in a serious manner. Neither employees of Kässbohrer nor third parties may be offered or granted any kind of payments, services, gifts, hospitality or other benefits with the aim of influencing the way in which the employee of Kässbohrer or third party in question performs his or her duties. Accordingly, Kässbohrer also will not offer or grant these kinds of payments, services, gifts, hospitality or other benefits to any supplier with the aim of influencing the way in which the supplier in question performs his or her duties.

2. The internationally recognized human rights shall be respected, and the suppliers shall ensure that they do not become an accessory to human rights violations. Harassment or discrimination of employees as defined by the ILO Violence and Harassment Convention and the ILO Discrimination Convention shall not be accepted in any form in relation to the employment relationship (including hiring, promotion, dismissal). Among other things, this includes discrimination based on sex, ethnic origin, skin color, religion, sexual orientation, disability or age.

### ***Supply chain***

1. Kässbohrer expects its suppliers also to share observation of the principles of this Code of Conduct for Suppliers with their direct suppliers and to make sure that these principles are respected in their respective supply chain, and that the respective supplier appropriately endeavors to comply with them.

2. Implementation of these standards requires a long-term learning and development process. We will work together with our suppliers to achieve complete compliance with these principles and continuously review them and, if necessary, revise them.

### ***Reporting on violations***

If the suppliers have any concerns regarding non-compliant behavior, they can report these to their contact person within our company at any time.