

## **Code of Conduct of Kalenborn**

This Code of Conduct defines the principles and requirements of Kalenborn regarding responsible behaviour towards people and environment.

Kalenborn requires its employees to commit to complying with these principles and also requires the same commitment from its partners and suppliers of goods and services. Kalenborn regularly reviews these principles and will adjust these as deemed necessary. Kalenborn, its partners and suppliers will observe and adhere to the following:

### **Observance of Law**

We expect that the principles of the Global Compact of the United Nations as well as the principles of legality, agreements and national laws governing international trade and financial transactions are respected alongside ethical and lawful behavior towards their employees and third parties.

### **Observance of Fundamental Rights of Employees / Ban on Child Labor**

We do not tolerate any form of discrimination based on origin, skin color, gender, age, religion, disability, or personal lifestyle choices. We are committed to equal opportunities and fair treatment for all employees, and we strictly prohibit child labor in any form.

### **Employee Health & Safety**

Every employee, especially those in leadership roles, bears the responsibility for ensuring the health and safety of all team members. We ensure that fair wages are paid for the work performed, complying with local laws for compensation, break times, and working hours, as well as industrial standards which set the minimum benchmarks.

### **Ban on Corruption**

We uphold ethical competition and legal market practices, rejecting all forms of corruption and unethical behavior. We do not offer or accept personal benefits or any donations that could create mutual dependence between the giver and receiver.

### **Product Quality and Product Safety**

Kalenborn and our partners are dedicated to applying the best available wear protection practices and leveraging our experience to deliver maximum value to our customers. Our goal is to extend the lifespan of their equipment and systems while preserving resources and the environment.

### **Environmental Protection**

Environmental protection is an integral part of our business policy throughout our value-added activities. It encompasses the entire product life cycle and includes a sustainability strategy aimed at reducing the use of natural resources, managing environmental concerns, and consistently adhering to environmental protection regulations in the provision of goods and services. We are committed to minimizing our environmental footprint through our own actions and continuously improving our environmental protection efforts through appropriate measures.

### **Protection of Confidential Information and Personal or Business Data**

We respect the confidentiality of personal and business data. All staff members are obligated not to disclose any confidential or sensitive information to third parties but to adhere to the principles outlined in the Code of Conduct and legal requirements.

### **Supply Chain**

Our partners and suppliers are expected to promote adherence to these principles within their own supply chains. The principles of non-discrimination in the selection and treatment of partners and suppliers must be upheld at all times.

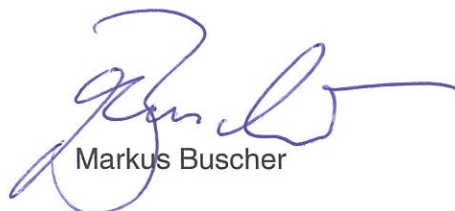
### **Reporting Violations**

We encourage all staff members, customers, partners, and suppliers who become aware of any violations of the content of this Code of Conduct to report these to the contact information provided on our website (see link "Give notes" in the footer).

Kalenborn is committed to leading by example and expects our supply chain to follow the principles and requirements outlined above.



Dr. Conrad Mauritz



Markus Buscher