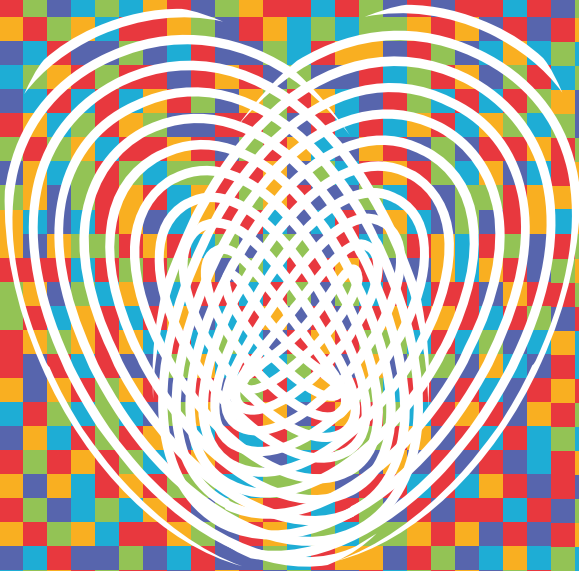


# Human rights and sustainability



# Scope of application

The Grenzebach Group declares to be committed to ecologically and socially responsible corporate management in accordance with this declaration of principles. In this declaration of principles we set out binding values, beliefs, guidelines and measures that not only serve as pointers, but are actively practiced in our group. Our set principles and values are binding for our employees across all sites and business units worldwide. We expect the same conduct from all of our suppliers, whether indirectly or directly. We communicate our expectations for human rights and environmentally compatible behavior through contracts and audits.

We thereby follow the internationally valid regulations and principles of the [UN-Global Compact](#) (Focus SDG 4, 8, 12 and 13).

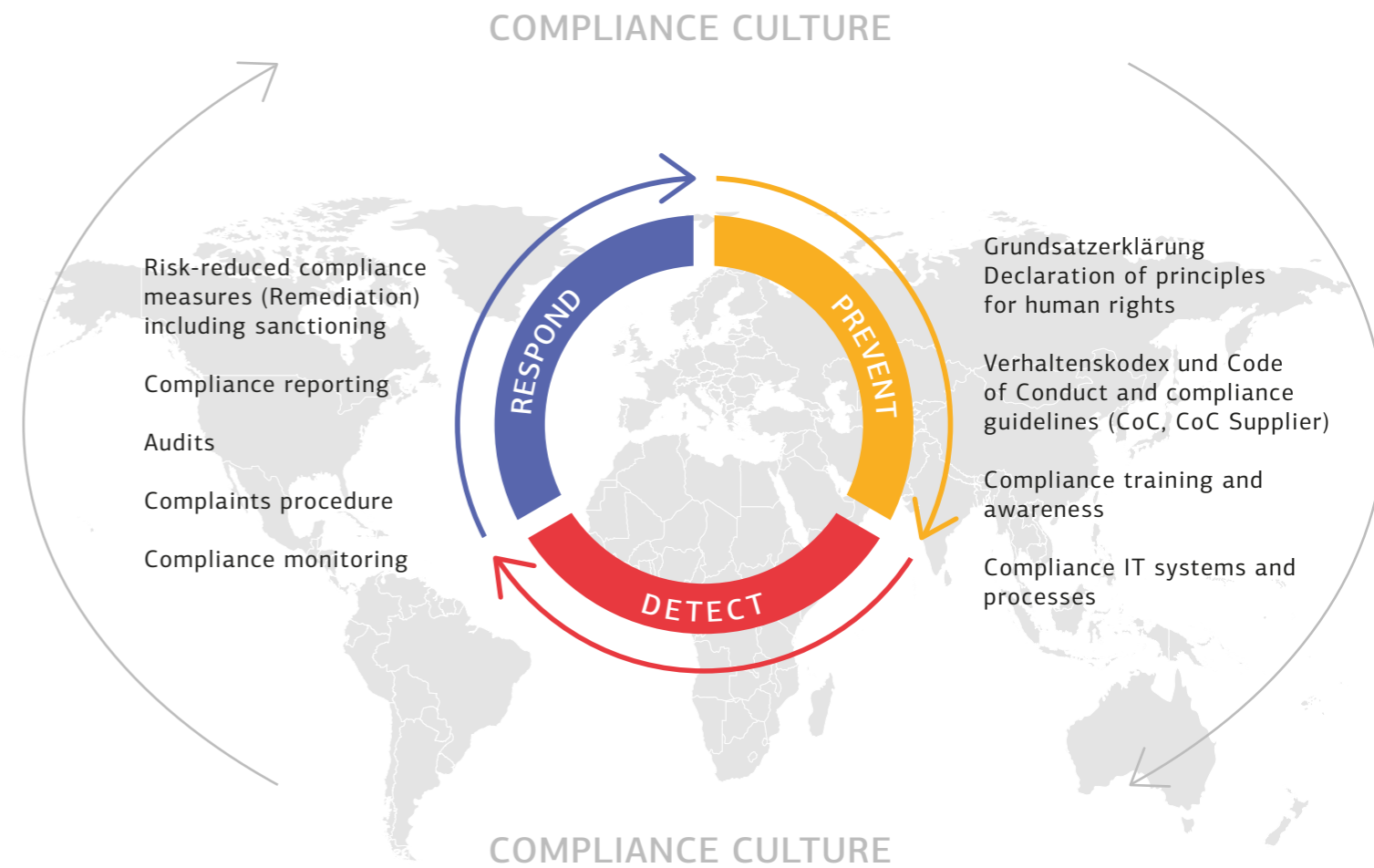


This declaration of principles regarding human rights and sustainability adds to the Grenzebach Group Code of Conduct. The latter is the basis and benchmark for all guidelines and regulations that ensure the responsible and ethical conduct of the Grenzebach Group.

Responsible bodies within the Grenzebach Group regularly monitor if the declaration of principles is implemented and adhered to, which is also continuously checked with appropriate control measures and promoted through trainings. The Grenzebach Group exercises due diligence.

This will ensure that each area of our group is fully aware of its own responsibility for respecting human rights and implementing them on a daily basis.

We are constantly striving to optimize our business activities and services in terms of sustainability.



# Basic human rights



## CORPORATE CULTURE AND EMPLOYEES

The Grenzebach Group is driven by its unique corporate culture. Our employees are our most valuable asset and are utmost appreciated. The Grenzebach Group would not be what it is without them, our core and driving force. Their protection and well-being is of dearest importance to us and therefore has highest priority.

Occupational safety, sustainable health management and a pleasant, supportive, inclusive work environment are key components of our culture. As diverse as we participate as people in the joint work of the Grenzebach Group, as straightforwardly and uniformly do we treat one another and act within our corporate culture in accordance with our "Be Grenzebach"-values: Quality-conscious, responsible, appreciative, sustainable and reliable. Our integrity, our moral actions, as well as our corporate culture let the trust in us grow and strengthens us as an internationally active corporate group.

## WE OFFER FAIR WORKING CONDITIONS AND VARIOUS POSSIBILITIES FOR DEVELOPMENT

Each employee is a significant part of the success of the Grenzebach Group. We know that a sustainable working environment and positive atmosphere are cornerstones of friendly cooperation among colleagues, a high level of contentment and our employees' efficiency. We therefore place particular emphasis on the individual, personal and professional development of our employees and the sustainable working conditions associated with this.

## WE VALUE DIVERSITY AND FOSTER INCLUSION

Our strength stems from the individuality and diversity of our employees that drive our global corporate group forward. We live an open culture of inclusion and acceptance and encourage possibilities for diverse development, gathering of experiences, and interaction to include different insights, mindsets and competencies. We see the diversity of our employees as an opportunity, because people are diverse. They are distinguished by a wide variety of competencies, skills, backgrounds, ideas and mindsets that can influence a company in many different ways and contribute to its success.

The **well-being** of our employees is as important to us as a positive **working environment** without discrimination. We value **diversity** and respect the dignity of our fellow people. We provide the highest possible level of **occupational safety** on our sites.

## WE OFFER EQUAL OPPORTUNITIES

The Grenzebach Group promotes equal opportunities for all employees and applicants, regardless of their gender, age, origin, skin color, religion, culture, physical and/ or mental impairment or other characteristics. At all levels, we assess objectively as well as close to the situation and provide training and further development. We value the diversity of our fellow people. We objectively decide on matters and professional developments based on the skills and performance of the individual employee.

## WE DO NOT TOLERATE ANY FORM OF DISCRIMINATION

Respectful, trusting and open interaction at work are important to us. We at Grenzebach will not tolerate any kind of behavior that violates the dignity of the individual, is discriminatory, harassing, or offensive in any way.

## WE PROVIDE PROTECTION AT THE WORKPLACE

Occupational safety rules and protective measures for all employees and workplaces within Grenzebach comply with strict safety regulations. We adhere to legal requirements at all our sites, such as national occupational health and safety and fire protection laws, and respect the required and common recommendations in the industry. In addition, we document our procedures and processes.

Grenzebach promotes and expects ergonomic workplaces as well as secure work areas at all of our locations. This not only reduces the risk of accidents, but also ensures flawless operation and the trust of our employees and customers.

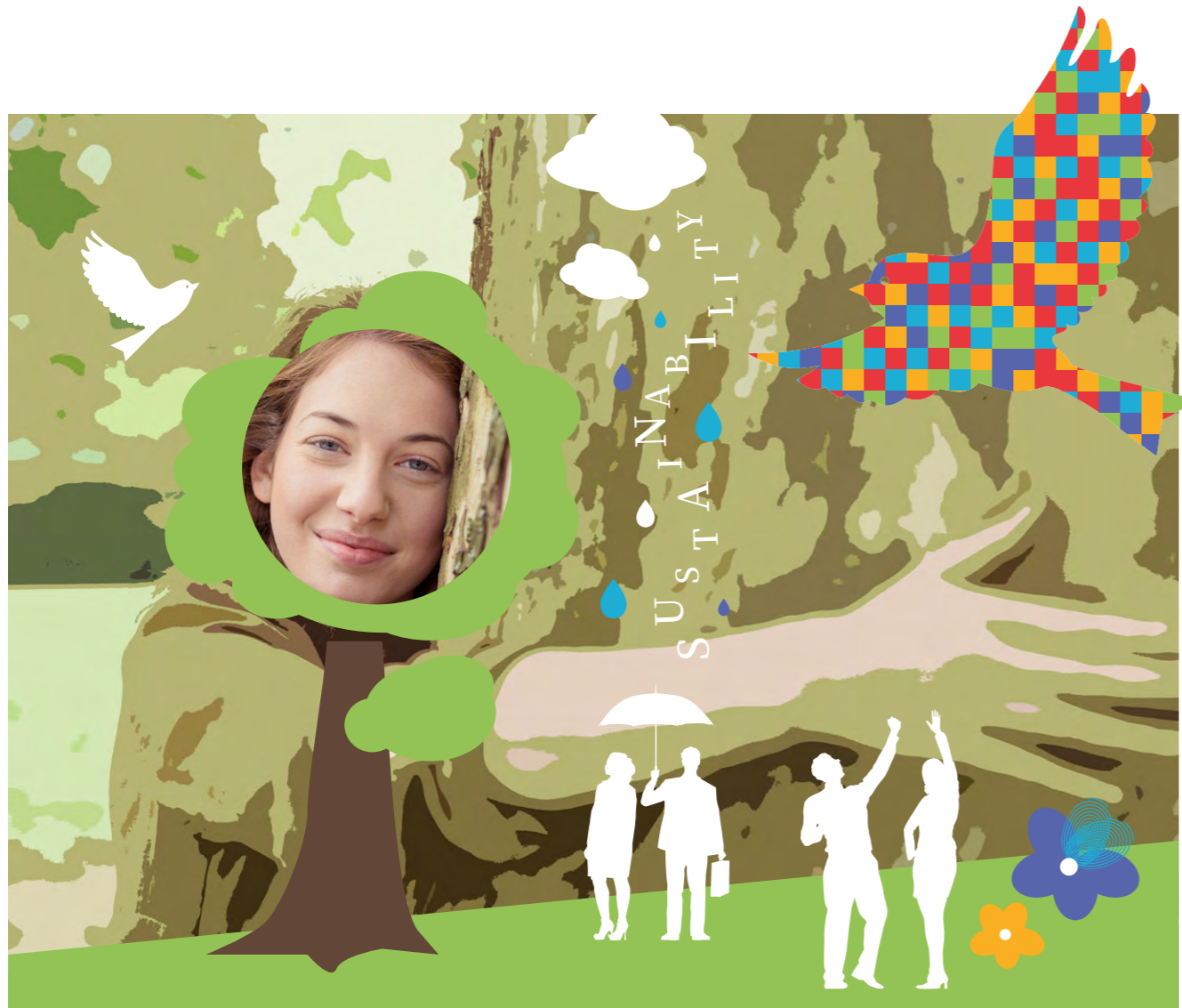
## WE PROMOTE HEALTH MANAGEMENT IN THE COMPANY

Grenzebach creates and promotes measures and offers regarding health and health management of our employees, and also offers additional occupational medical examinations by company medical services.

## WE RESPECT THE FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING.

We respect the right of all employees to form and join trade unions and employee representative bodies, as governed by local laws and circumstances. Where such right is limited by local law, alternative means of employee representation that comply with the law shall be encouraged. We respect the right to collective bargaining within the framework of the applicable laws. Employees who serve as employee representatives\* will not be disadvantaged or advantaged in any way.

# Sustainability and social integrity



Sustainability is an integral part of our Grenzebach DNA. Ecological thinking and social behavior go hand in hand with the economic success of our corporate group. Inventiveness and the responsible use of environmentally friendly and energy-saving resources determine the entrepreneurial activities of our group. We have been setting standards with both economical and ecological production and automation solutions for years. In doing so, we are supporting our customers' aspirations for greater sustainability.

We integrate sustainability and economic efficiency actively in our business activities. Thus, our striving for economic success is inseparably tied to our awareness of ecological and social responsibility. In doing so, we use our freedom responsibly – in line with our values, with society and with available resources. We are approaching technological progress from a sustainable perspective from the very start and have been actively involved in social issues for decades.

## WE FOSTER A RESPECTFUL ATTITUDE TOWARDS OUR ENVIRONMENT

Protecting the environment and reducing environmental risks are important topics for the Grenzebach Group because respecting the environment and natural resources sustainably contributes towards our company's and the society's success. We are mindful of the careful and sustainable use of the resources we require. We develop processes, products, and solutions to act in a resource-saving and ecological manner. We comply with national and international laws and standards for environmental and climate protection and have set ourselves the goal of further reducing the impact on our environment in all companies and business units by implementing innovative solutions and continuously improving environmental protection.

Sustainable thinking and acting are mirrored in our processes and products and show that we always think a step ahead: we seek to improve the impact of our group of companies on the environment worldwide and at the same time keep it as small as possible.

We stand up for **responsible** relations with our fellow people and our **environment**. Human rights are a self-evident matter for us, we promote **sustainability** and support social projects.

## WE PAY ATTENTION TO SUSTAINABILITY IN OUR SUPPLY CHAINS

Along our entire value chain, we assess and implement improvements to the sustainability of our supply chains to make each individual product and the group itself more climate-friendly. From our manufacturing, resource procurement, including the prevention and use of conflict materials, transport routes and disposal to renewable power supplies, building technology and even more areas, the Grenzebach Group has already taken efficient and environmentally friendly measures. And we are already thinking about the future: The guidelines are implemented and continuously improved to be even more sustainable.

We pay attention to not deliberately endanger the environment and human rights with our supply chains and to take that responsibility. We therefore support resilient and sustainable supply chains and ask our suppliers and service providers to contribute to this in the spirit of a holistic approach. With our risk management, we assess human rights and environmental risks in our processes. Preventive measures are determined and implemented. The risk analyses are regularly checked during the fiscal year and evaluated by the management at the end of the fiscal year.

## WE RESPECT AND PROTECT HUMAN RIGHTS AND FAIR WORKING CONDITIONS

The Grenzebach Group feels co-responsible for implementing human rights. In all business units and associated companies, we are therefore strongly committed to respecting and protecting human rights. We respect and accept the guidelines and principles for the protection of international human rights and do not tolerate any violations of human rights, directly or indirectly. More specifically, we do not engage in or tolerate forced, child or compulsory labor and reject any form of (modern) slavery, debt bondage, involuntary prison labor or human trafficking. The Grenzebach Group always fosters fair working conditions and remuneration. If risks that contribute to or cause negative impacts of our business activities on human rights or violations of a human rights-related or environmental responsibility are found at suppliers, we will have a process in place to assess, modify, discontinue and/or correct the activity. We will discuss appropriate corrective actions within the management team and will take appropriate steps to minimize or eliminate the extent of the violation.

## WE ARE COMMITTED TO THE COMMUNITY

As a global corporate group, Grenzebach accepts its social responsibility. We practice social commitment in various ways, by supporting external social projects and organizations as well as internal initiatives and events. We thereby take social responsibility in the various regions of our sites.

# Data protection and information security



We treat confidential data and information **responsibly**. Thereby, we always **protect** and process the data of our employees, customers, and suppliers with **confidentiality**.

The Grenzebach Group handles data and information trustfully. We adhere to data protection regulations to show our employees and business partners that we treat them with honesty and fairness.

We guarantee the compliance with consistent data protection regulations within the Grenzebach Group and all its business relationships and interactions. We therefore have standards, procedures and regulations for the correct processing of operational, financial, technical and personal data, which every employee, partner and supplier must be aware of. All parties interacting within and with the Grenzebach Group are obligated to comply with the regulations of data protection law regarding personal data, and to confidentially treat and protect company information. To ensure the confidentiality, availability and integrity of information within Grenzebach, we use an information security management system.

## WE PROTECT CONFIDENTIAL INFORMATION

All information of the company and employees of Grenzebach are protected and treated with confidentiality. This applies to internal confidential information as well as to information disclosed to Grenzebach by third parties (customers, partners, suppliers,...). When processing personal data, data subjects are informed about the collection, processing and use of their data. The clear and legitimate intended purpose must be communicated before the data is collected. We implement technical and organizational measures to maintain and protect the confidentiality, integrity and availability of data, sparingly store personal data and ensure transparency when collecting it.

## WE ADHERE TO THE PRINCIPLES OF DATA PROTECTION REGULATIONS

The protection of all corporate or personal data, either of employees or business partners, has top priority in our corporate group. All employees of Grenzebach are obligated to respect the principles of data protection during their daily work and to treat information carefully and responsibly. The processing of personal data is thereby done in accordance with the applicable data protection regulations.

## WE PROTECT THE RIGHTS AND DATA OF AFFECTED PERSONS RESPONSIBLY

Personal data are collected accurately, completely and up to date. Information not required for their defined purpose of their collection anymore are deleted in compliance with existing legal requirements. We strictly avoid collecting additional information which is not required for any work or purpose. Internally implemented processes and inspections ensure the best possible treatment and protection of confidential data. The internal and external transparency as well as correct, safe and truthful communication are essential for us.

#### COMPLAINTS PROCEDURE

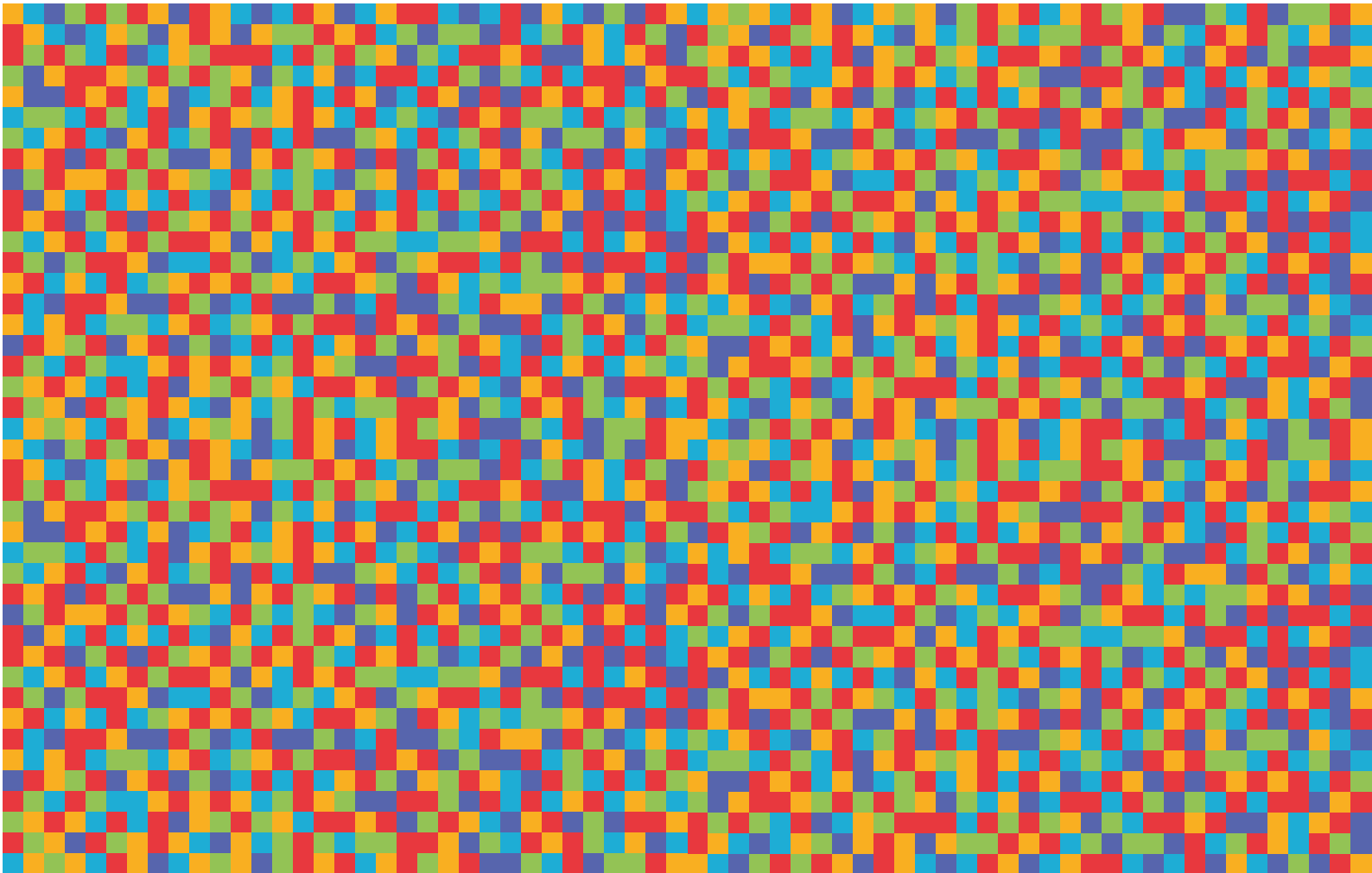
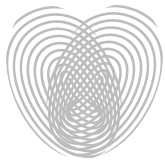
We encourage our employees to report suspected violations of this declaration of principles on human rights through existing complaint/dispute resolution procedures. These include: the local management, the responsible human resources departments, or the compliance hotline. Partners and third parties can report potential violations of this basic human rights and sustainability declaration via the **contact form on our website ([www.grenzebach.com](http://www.grenzebach.com))**, using the specifically created **e-mail address [compliance@grenzebach.com](mailto:compliance@grenzebach.com)**, or via our **postal address (Grenzebach Maschinenbau GmbH, Compliance, Albanusstr. 1, 86663 Asbach-Bäumenheim, Germany)**.

#### REPORTING AND MONITORING

Responsibility and sustainability has never been a one-man-show at Grenzebach, for generations and those to come. As a family company, we are financially independent, and actively shape our future and the world of tomorrow. This is our job. We thereby include our stakeholders - customers, employees, suppliers and the society - in the joint sustainable creation of value. We boost our customers' productivity with our expertise in automation and technical education and guide them into an efficient and safe future. This is how we make room for a sustainable development of the economy, the environment and society. We document our global responsibility in our sustainability reports and regular audits.

#### FURTHER INFORMATION / ANNEX

- » [Code of Conduct](#)
- » Code of Conduct for Suppliers
- » Data privacy guideline
- » [Grenzebach-DNA](#)
- » If you have any questions regarding the declaration of principles on human rights, please do not hesitate to contact our human rights officer [ralf.jaeger@grenzebach.com](mailto:ralf.jaeger@grenzebach.com)



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