

# KNIPEX Code of Conduct

KNIPEX is committed to value-oriented, ethically sound and law-abiding actions and behaviour. Our code of conduct is consistent with our mission statement and formulates binding rules that must be observed by all members of the company. In line with the goals and values that these guidelines serve, all employees and business partners are asked to inform the company about behaviour that violates the guidelines listed/formulated here.

## KNIPEX is a forward-looking family business

Sustainable policies and business practices form the basis for all our activities. This strengthens the trust that our market partners, employees and the public at large place in the company and in the KNIPEX brand and helps in achieving our goal of sustaining our long-term future as an independent family business.



## We abide by the relevant legal and regulatory requirements

For us it goes without saying that we

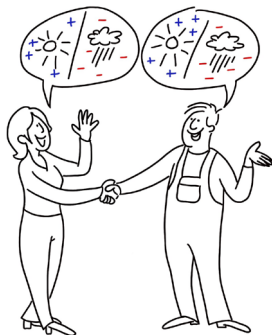
- always follow the applicable laws
- align ourselves with the 17 goals for sustainable development and commit to the principles of the global compact
- comply with the core labour standards of the United Nations International Labour Organization (ILO).
- reject any form of corruption or bribery
- pursue our own environmental goals above and beyond compliance with the existing laws for the protection of the environment and optimize our energy management according to DIN ISO 50001 and our environmental management according to DIN ISO 14001 on an ongoing basis through a continuous improvement process
- do not engage in money laundering or activities that could fund terrorism
- recognize intellectual property in the form of patents, trademarks, copyrights, designs and trade information.

## Our employees

We treat our employees with respect and fairness. We refuse to tolerate discrimination and harassment. We respect personal and human rights and prohibit child labour and forced labour. Co-determination, equal opportunities and diversity have our full support. Close and trusting cooperation with employee representatives is a key part of our corporate policy.

We make conscientious efforts to prevent accidents and preserve the health of our staff. We ensure our workplaces meet at least the legal requirements for occupational health and safety and safe working hours, as well as striving for further improvements. We establish positive conditions for reconciling work and family, and to promote a healthy work/life balance. The company prohibits the consumption of substances that impair judgement and threaten occupational safety. We offer support to employees who come to work under the influence of

such substances or who show signs of addictive behaviours.



## Our customers and business partners

We maintain trusting, cooperative and fair relationships with our partners in the market

and strive for long-lasting business relationships. We advocate fair competition. We favour working with customers and suppliers who are committed to environmentally and socially responsible behaviour. Accordingly, we expect our suppliers to commit

to the provisions of our code of conduct and to ensure that their suppliers do likewise. We do not offer employees and management of market partners any benefits that could give us an unfair advantage, nor do we accept such benefits ourselves.



In our dealings with customers and business partners, gratuities, gifts and dinner invitations may only be accepted or extended in cases that are recognised as appropriate following careful consideration of our internal guidelines.

## Our role in environmental and climate protection

Compliance with the applicable laws on environmental and climate protection and the specified limits is the minimum requirement for us. Furthermore, we aim to use resources sparingly and to keep our impact on people and the environment as low as possible. We work to raise our employees' awareness of the importance of using natural resources as responsibly as possible. We also expect our business partners to provide their services in a manner that conserves resources and protects the environment. We favour preventing waste over recycling. As part of an overall strategy, we avoid using environmentally harmful raw commodities, materials and production processes insofar as possible.



## Our products and services

Our goal is to offer durable, high-performance products that meet well-balanced economic, ecological and ergonomic requirements. All products and solutions are safe. They must not include any defects or properties that would impair the health of the user or be harmful in any other way when used as intended.



## Our attitude to competition

We are committed to full compliance with all anti-trust and competition laws as they relate to us. We will not tolerate anti-competitive agreements with suppliers, customers and other business partners.

## We adhere to data protection and data security principles

We only collect, store, process or transmit personal data from business partners, employees or other third parties within the framework of the applicable laws and regulations. We aim for the highest level of due care, security and confidentiality. The obligation to maintain confidentiality also applies above and beyond the duration of the employment

relationship. We designate responsible bodies that are accountable for compliance with applicable data protection laws.

## Implementation and enforcement of this code of conduct

Should there be any doubts regarding the fulfilment of the above obligations and in order to stop any improper activities, every employee must contact their immediate manager or, if justified circumstances exist, the next higher manager or the compliance officer responsible for the company. KNIPEX offers an assurance that it will protect any employee who submits a complaint report from threats, harassment or other damaging measures within the company.

KNIPEX makes every appropriate and reasonable effort to consistently apply the principles and values described in this code of conduct. We can report to contracting partners on the key measures upon request.

However, we are not obliged to disclose any trade or business secrets or other sensitive information.

