

Code of Conduct

REBS Zentralschmiertechnik GmbH

Dear Employees,
Dear Business Partners,

As a global company, we consider responsible action as an important basis for successful cooperation both in relation to our own employees and also with our external contacts and business partners.

We expect people to act in line with this Code of Conduct, i.e. business activities are conducted honestly and fairly. Human rights, anti-corruption, competition and antitrust laws, also including data protection and environmental laws, as well as legal requirements and standards relating to occupational safety and health protection, are observed and followed. We strive to implement and/or continuously develop these issues **together with you** and thus optimise the sustainability of our joint business activities.

We place special expectations and thus a special focus on the following topics:

1. Human rights and fair working conditions:

- Recognised human rights are respected.
- Employees may never be discriminated because of their race, skin colour, ethnic background, gender, sexual orientation, religion or political views.
- Child labour and forced labour are strictly rejected.
- Employees are appropriately remunerated and the maximum statutory working hours are not exceeded.
- Occupational safety and health protection measures are adopted and are top priority and thus ensure a safe and healthy work environment. These activities are supported by an established, ideally certified, occupational safety management system. This can be, e.g., like in our company, REBS Zentralschmiertechnik GmbH, in accordance with the quality seal "Sicher mit System" ("Safety with System") pursuant to NLF/ILO-OSH 2001 or also (where appropriate in the case of our business partners) through similar or corresponding / supplementary certifications.
- Inappropriate treatment of employees, such as mental hardship, sexual harassment or discrimination, including gestures, language and physical contact, which are sexual, coercive, threatening, abusive or exploiting, are not tolerated.

2. Ecological and social responsibility, sustainability:

- Environmental standards are observed and principles of sustainable management and on environmental protection are respected.
- Priorities such as low consumption of natural resources, reduction of greenhouse gas emissions, waste reduction and waste recovery, as well as more efficient use of water, are set.
- These activities are supported by an established, ideally certified, environment protection management system. This can be, e.g., like in our company, REBS Zentralschmiertechnik GmbH, in accordance with the standard DIN EN ISO 14001 or also (where appropriate in the case of our business partners) through similar or corresponding / supplementary certifications.

- Appropriate measures are adopted in order to avoid the use of raw materials in products which come from conflict and risk areas and contribute to human rights abuses, corruption, financing of armed groups or similar negative effects.

3. Data protection, data security and trade secrets:

- Personal data of employees and business partners is respected and personal data is only collected to the extent that this is required for efficient operation and/or in the course of business and to the extent permitted by law.
- Provide an appropriate privacy statement and follow it (www.rebs.de/de/datenschutz/)

4. Integrity in business transactions:

- Integrity in business transactions between our business partners and us, REBS Zentralschmiertechnik GmbH, is a matter of course and must be practised in accordance with statutory provisions and internationally agreed standards of business ethics.
- The decisive laws and regulations of the countries, in which the business activities are conducted, must be observed.
- Corruption, bribery or coercion are not accepted in any form.
- Antitrust and competition laws are observed.
- Financial responsibility is taken very seriously; financial statements are compiled in line with legal requirements. General statutory requirements of stock corporations are observed.
- The use of counterfeit products or sale of property of third parties must be avoided at all times.
- Intellectual property rights must be respected.
- Money laundering or the financing of terrorism is not supported, either directly or indirectly.
- The applicable export control and customs regulations are observed.
- Reasonable efforts are made in order to ensure that other so-called "third-party" participants (e.g. subcontractors) observe the basic principles of this Code of Conduct.

Ratingen, April 2023