



Our Leading Principle

Gebr. SAACKE GmbH & Co. KG is a globally acting company with a tradition of more than 125 years at the Pforzheim site.

Our most important goal is securing permanent economic success and long-term independence of our family-owned company.

We offer only top-quality products at market-compatible prices and delivery times.

Our continuous innovation and uncompromising focus on quality ensures our international quality leadership on the market.

Our customers' satisfaction is our highest priority. We consider your success our daily incentive. Our qualified technicians provide competent advice and professional service.

Our employees are our most important capital. They essentially contribute to the company's success. Only highly motivated employees can render excellent results. We recognise and value them accordingly. We communicate openly and treat each other with trust and respect. We meet our obligation towards society by providing sustainable training to young people in our various work areas.

We pursue a constructive, fair and sustainable cooperation with our partners. Long-term relationships and mutual compliance with rules are important to us.

We are aware of our responsibility as a major medium-sized employer in the region towards society and the environment. We are committed to environmental protection and use resources responsibly. Compliance with applicable laws and regulations is a high priority for us. We support social projects and participate in the further development of our region. Through intensive cooperation with local educational institutions, we sustainably strengthen the bond between business and society.

Georg Saacke, 26.05.2023

Sustainability Demands to Suppliers of Gebr. Saacke GmbH & Co. KG

"Our economic acts to implement our leading principle are characterised by integrity in interacting with our customers and suppliers, employees, shareholders and the public."

This fundamental statement lays the foundation for our principles of conduct. Our strategic considerations and our day-to-day business must be based on high ethical and legal standard at all times. The management, supervisors and our employees characterise the style, and thus the image, of our company in public. Honesty, sincerity and fairness characterise our actions. Even though our most important goal is permanent economic success and long-term independence of our family-owned company, we are not only interested in results, but also in how they are achieved.

For the companies of SAACKE Group and Gebr. Saacke GmbH & Co. KG, the concept of sustainable development is the standard for corporate policy with a long-term alignment that faces not only economical but also ecological and social challenges. Acting responsibly is a central corporate objective for us and part of our company's self-image, including not only the goal of contributing to the good of society. In fact, we are also committed to specifically tackle global issues such as climate change, scarcity of resources, poverty, demographic change, spatial development, deforestation and dangers to biodiversity.

The following requirements specify our company's expectations to our suppliers (or contractors). The requirements are aligned, among other things, with the principles of the UN Global Compact from the areas of human rights, labour standards, environmental protection and fight against corruption, the code of conduct passed by the BME (Bundesverband Materialwirtschaft, Einkauf und Logistik e.V.) and the relevant conventions of the International Labour Organisation (ILO).

These requirements apply to all business relationships between the companies of SAACKE Group and their suppliers. They are considered the basis of successful business relationships. This sustainability declaration does not replace any contractual agreements between companies of SAACKE Group and the contractor.

The companies of SAACKE Group consider these requirements to be essential for their respective business relationships. The companies of SAACKE Group will compile a specific measures plan with the affected supplier if any of the sustainability requirements are violated. This will also include an escalation plan that may lead up to termination of the business relationship. We expect that our suppliers document compliance with the sustainability requirements by submitting a self-disclosure.

Our company wants to maintain a high-performance supplier network that works according to internationally recognised, ambitious environmental and social standards across all value-added levels and at all national and international sites. We expect that our contractors will ensure that these requirements are met by their own suppliers and subcontractors in turn.

Equal treatment is important to us. Therefore, terms such as "contact", "employee", etc. always comprise people of all genders for us and are used to make the text easier to read.

Georg Saacke, 29 März 2023

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Declaration of Sustainability when Starting Business Relationships with Suppliers and for Existing Business Relationships

Consideration of environmental and social aspects is an important part of our purchasing strategy. The declaration of sustainability is part of our company's sustainability management. The following expectations are minimum requirements in this context and do not claim to be complete. We expect that the contract will observe and honour the respective applicable laws and international standards.

1. Economic Responsibility

Gebr. Saacke GmbH & Co. KG strives to be a fair and cooperative business partner and takes responsibility towards its suppliers, the environment and society. We expect our suppliers to engage in business operation aligned with long-term and sustainable activity in return.

2. Ecological Responsibility

2.1 Compliance with Laws

Compliance with laws takes the highest priority for Gebr. Saacke GmbH & Co. KG. We expect that the contractor ensures sufficient environmental protection within the scope of its business activities. The national laws and regulations on environmental protection stipulate the minimum requirements in this regard.

2.2 Minimising Pollution

We expect that the contractor minimizes environmental impacts - among other things, greenhouse gas emissions, water consumption, water quality of wastewater, air quality of exhaust air, use of renewable energies and energy-efficient production - and continuously improves its environmental protection measures and can provide documented evidence of the measures taken upon request.

3. Social Responsibility

3.1 Confirmation of and Compliance with Human Rights

Gebr. Saacke GmbH & Co. KG expects that the contractor confirms and complies with human rights, in particular by confirming the Universal Declaration of Human Rights (UDHR) of the General Assembly of the United Nations and the European Convention on Human Rights (ECHR), , the protection of privacy and the data protection of personal data against loss and misuse.

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3.2 No Child Labour and modern slavery

Child labour and modern slavery (i.e. slavery, servitude and forced or compulsory labor and human trafficking) is not permitted in any phase of production or processing. Suppliers are asked to at least observe the ILO conventions on minimum age for permission of employment and the prohibition of child labour. Children must not be impaired in their development. Their safety and health must not be diminished.

3.3 Ensuring Fair Remuneration and Fair Working Conditions

We expect that our contractors pay their employees appropriate wages that are sufficient to maintain an adequate livelihood. Stipulated statutory minimum wages must not be undercut. Contractors must ensure fair working conditions for their employees. They must comply with any national laws and regulations concerning working times and industrial safety. We also expect contractors to ensure fair working conditions in accordance with the core labour standards of the International Labour Organisation (ILO). There should be a complaint procedure (whistleblowing) with protection against retaliation.

3.4 Freedom of Association and Right to Collective Bargaining

Our suppliers are to observe the freedom of association and effectively accept the right to collective bargaining. The right of employees to organise, to found trade unions, to designate representatives, and to be elected in these bodies must be observed. Employees must be able to engage in an open exchange with the corporate management concerning employment conditions without having to fear any disadvantages.

3.5 Health and Safety at the Workplace

As employers, our suppliers must warrant safety and health protection at the workplace at least within the scope of the respective applicable national provisions. They are to support continuous further development to improve the world of work to prevent accidents and health impairment of their employees. This also requires responsible chemical management.

3.6 Non-Discrimination

We expect that contractors will prevent any form of discrimination (e.g. due to race, skin colour, gender, age, nationality, religion, disability, sexual orientation, political opinion or social origin) at least in accordance with the non-discrimination requirements of the General Equal Treatment Act (Allgemeines Gleichbehandlungsgesetz). All employees must be protected from harassment at the workplace, in particular of a sexual manner.

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3.7 Corruption / conflict of interest

We expect that contractors do not tolerate any form of corruption or bribery or accept these in any manner. Business shall be conducted in a manner that avoids the appearance of impropriety.

4 Handling information and data

4.1 Protection of company-relevant data and information

Gebr. Saacke GmbH & Co. KG expects its suppliers to protect the information provided against misuse, loss, destruction and manipulation. When handling personal data, suitable measures must be taken to ensure compliance with the applicable regulations and laws.

4.2 IT security

Data processed in IT systems must be protected in the best possible way, but at least in compliance with the law.

5 Further behavioral requirements

5.1 Taxes and customs duties

Gebr. Saacke GmbH & Co. KG expects its suppliers to comply with tax and customs regulations.

5.2 Export control

National and international laws and regulations govern import, export, trade, intermediary or financing transactions, the provision of services and the transfer of goods (merchandise, software and technology). We therefore expect our suppliers to ensure through appropriate processes that transactions and activities with third parties as well as with the SAACKE Group do not violate export control and sanction laws and that any required evidence and information is provided immediately

5.3 Product safety and conformity

Within the scope of product safety, our primary objective is not to endanger the health and safety of persons. In compliance with the legal and regulatory requirements applicable at the time of placing the product on the market, in particular the legal

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provisions of product safety regarding development, manufacture, use and properties, we strive for conformity of all processes, products and services. In doing so, we took into account the state of knowledge and technology as well as the justified safety expectations of end users throughout the entire life cycle. This is what Gebr. Saacke GmbH & Co. KG also demands this from its suppliers.

5.4 Proper accounting and financial reporting

Gebr. Saacke GmbH & Co. KG requires from its suppliers to always comply with the principles of proper accounting and, if applicable, financial reporting.

5.5 Diligence in handling business assets

Insofar as property of the SAACKE Group, e.g. equipment, operating resources, or information technology, software, data or intellectual property, is provided to our suppliers, the supplier undertakes to handle it carefully and responsibly and to protect it against unauthorized access.

5.6 Sustainability requirements for upstream suppliers.

We expect the contractor to demand the above requirements from its suppliers as well.

Contractor's Confirmation

The contractor hereby declares that it has taken note of the above requirements, that it will implement them and that it is ready to document compliance with the requirements by issuing a self-disclosure (supplier questionnaire).

If Gebr. Saacke GmbH & Co. KG has any specific concerns regarding compliance with the sustainability requirements by the contractor, the contractor is generally also willing to permit review of compliance with the sustainability agreement on site.

Place/ date

Name in print

Stamp

Legally binding signature