

## DECLARATION OF VOLUNTARY COMMITMENT

STEINCONNECTOR develops and produces quick release couplings for sale under the STEINCONNECTOR brand and for use in a variety of industries.

STEINCONNECTOR is conscious of its corporate and social responsibility. Shareholders, management and employees have an awareness of and commitment to their responsibility for the well-being and advancement of the region and its people, institutions and organisation. In cooperation with a very wide range of partners, the system of values is communicated and factored into assessments and further development of the cooperation.

The interpretation of the claim of 'taking entrepreneurial and social responsibility' is broken down into eight core themes:

1. Organisational governance
2. Human rights
3. Labour practices
4. Fair operating and business practices
5. Environmental/energy management
6. Consumer concerns
7. Societal involvement and development
8. Sustainability

This voluntary commitment includes binding statements on the company's system of values and policies (corporate values), on rules of behaviour for the company and its employees (code of conduct), and on the self-evident observation of and compliance with legal standards and framework conditions (compliance). And all of this is subsumed beneath a voluntary commitment to a sustainable and continuous improvement process in all of the aspects mentioned.

### 1. ORGANISATIONAL GOVERNANCE

The company's management, executives and entire workforce share responsibility for implementing all aspects of this voluntary commitment.

STEINCONNECTOR undertakes all appropriate and reasonable efforts to communicate, deliver on and sustainably advance the values, policies and rules of behaviour described in this voluntary commitment – both in-house and in its dealings with external partners.

Any well-founded suspicions that these policies have been violated should be reported to management. STEINCONNECTOR will take appropriate measures to investigate these concerns, verify their accuracy and, if need be, halt or sanction any non-compliance. Information brought forward will be considered with appropriate discretion, with protection provided for the whistle-blower.

## DECLARATION OF VOLUNTARY COMMITMENT

Irrespective of this voluntary commitment, it goes without saying that for STEINCONNECTOR and its employees are dedicated to complete compliance with the respective legal standards and the framework conditions in effect in the economic area of the respective activity.

### 2. HUMAN RIGHTS

STEINCONNECTOR advocates and supports the observance of internationally recognised human rights.

To the best of its abilities and within its sphere of influence, the company works to promote unlimited respect for the dignity of all people. Any abuse in the form of physical, sexual, psychological or verbal harassment will not be tolerated. Every person has the right to freely express his or her own opinions.

### 3. LABOUR PRACTICES

#### 3.1 Personnel policy

Under the system of values in place at STEINCONNECTOR, the employee<sup>1</sup> is the company's most valuable resource by far and thus the key differentiating factor in the marketplace. He or she forms the basis for the company's current success. When firms and their employees advance together, professionally and personally, it serves as a guarantee of a successful future.

STEINCONNECTOR and its employees are confident, proud, flexible, curious and open to change; continuous advancement is understood as an opportunity. We view self-reflection and the ability to engage in self-criticism as the basis for a process of continuous improvement.

Passion, competence, loyalty, a sense of responsibility and motivation are the foundations of action. We promote and breathe life into respect, fairness and a constructive sense of partnership with one another.

Responsibility for employees is expressed and manifested in the way our company is run, and in a wide range of activities in the framework of social and charitable involvement, and in consistent training and integration of young people into the company.

---

<sup>1</sup> These and other collective terms are meant to refer to men and women alike.

## DECLARATION OF VOLUNTARY COMMITMENT

### 3.2 Workers' rights

STEINCONNECTOR operates exclusively and as a matter of course within the scope of the applicable provisions of labour law, all collectively agreed framework conditions and the rights of individual employees.

### 3.3 Cooperation with the Works Council

STEINCONNECTOR's cooperation with the Works Council is based on complete acceptance and implementation of the rules of the German Works Council Constitution Act [Betriebsverfassungsgesetz].

Beyond the confines of these regulations, management and the Works Council consider joint, constructive and respectful cooperation as a working and communication platform that efficiently contributes towards implementation of the mainly shared objectives.

Within the scope of the framework of the German Works Council Constitution Act, and against the backdrop of operational concerns, the Works Council and management jointly find the freedom necessary for the work of the Works Council and its members.

### 3.4 Wages and social benefits / minimum wage / working hours

All of the laws and regulations in effect with regard to remuneration and the provision of statutory employer contributions are observed, as are the maximums on the working hours permissible under the applicable labour standards.

### 3.5 Health in the workplace

STEINCONNECTOR ensures health and safety in the workplace commensurate with the value it places on its employees as the most important enterprise resource. In this connection, the national regulations applicable to the respective location are always met, but these are considered a minimum standard. Continuous optimisation is the focus here in the effort to prevent accidents and injuries in the workplace.

During product development, the aspects of occupational health and safety, as well as product safety, are also anchored in the standard specifications that extend to all STEINCONNECTOR products.

These aspects are subject to regular checks that take the form of internal audits and audits performed by external service providers and monitoring by a company physician.

## DECLARATION OF VOLUNTARY COMMITMENT

### **3.6 Continuing education / training**

Individual, internal and external training courses are regularly offered within the scope of measures for personnel development.

Evolving technical framework conditions are taken into account here, as is the personal development of individual employees. Training and continuing education of employees is understood as the basis for the company's success.

### **3.7 Child labour**

STEINCONNECTOR only engages employees who have reached the applicable legal minimum age requirement of 16 years.

### **3.8 Forced labour**

STEINCONNECTOR bars all forms of forced labour. This includes the forced labour of prisoners, the employment of slaves, forced labourers or indentured workers, as well as other possible forms of compulsory labour.

### **3.9 Harassment**

STEINCONNECTOR protects its employees from physical punishment and from psychological, sexual, physical and verbal harassment.

### **3.10 Free choice of employment**

Employees have the freedom to terminate their employment agreements subject to a reasonable period of notice. Presentation of documents such as ID cards, passports or work permits may be required for employment within the scope of the respective legal standard in effect, but these documents may not be withheld.

### **3.11 Prohibition on discrimination / equal treatment of employees**

All employees have the right to be treated fairly, politely and respectfully by their superiors and co-workers. Discrimination on grounds of a person's gender, ethnic origin, nationality, religion, sexual or political orientation is strictly prohibited.

### **3.12 Privacy**

Employee privacy is protected.

## DECLARATION OF VOLUNTARY COMMITMENT

### **4. FAIR OPERATING AND BUSINESS PRACTICES**

#### **4.1 Fair competition**

STEINCONNECTOR observes all applicable antitrust and competition legislation. These laws extend to all unlawful price-fixing or collusion in tendering procedures that creates undue impacts on trade or distorts competition in fraudulent and misleading ways.

#### **4.2 Prevention of money laundering**

STEINCONNECTOR supports all measures to identify and prevent the use of funds of unknown origin earmarked for introduction into the legal financial market.

#### **4.3 Integrity**

STEINCONNECTOR ensures utmost integrity in every business relationship. Corruption, bribery, embezzlement and blackmail in all of their forms are prohibited.

#### **4.4 Dealings with business partners and institutions**

STEINCONNECTOR maintains a continuous and sustainable partnership with customers, suppliers, institutions and other business partners. Business relationships that offer sustained, real added value for both partners are the aim of our activities.

Business relationships are characterised by honesty, fairness, continuity, sustainability and dependability.

#### **4.5 Reporting / Handling information**

STEINCONNECTOR attaches particular importance to credibility, integrity and reputation with regard to the dissemination of information to shareholders, employees, customers, suppliers and the general public.

#### **4.6 Donations**

STEINCONNECTOR does not make financial contributions to political parties or to political institutions in Germany or abroad. The company observes its social commitments by undertaking various forms of sponsorships and donations of a reasonable scope that are based on the company's system of values. These are never used to influence decisions made in the realm of business activities.

## DECLARATION OF VOLUNTARY COMMITMENT

### 5. ENVIRONMENTAL/ENERGY MANAGEMENT

The company's environmental thinking and actions are aligned with German and European environmental regulations.

In this connection, STEINCONNECTOR strictly adheres to the legal regulations in effect (e.g. Reach, RoHs, Rohs2, Pak). Environmental protection is an important part of all processes. The efficient and careful use of energy, raw materials, space and the media of our environment (water, soil and air) is a moral as well as a business obligation. Against this backdrop, ongoing inspections are conducted of all machinery and production processes used. Where necessary, continuous personnel training is offered in this connection.

As part of the integrated STEINCONNECTOR management system, environmental aspects are reflected by certification under DIN EN ISO 14001.

### 6. CONSUMER CONCERNS

#### 6.1 Process and product quality

For STEINCONNECTOR, the relevant assessment of quality is lasting and pronounced customer satisfaction with the company's products and services.

This satisfaction is the outcome of collaboration by all employees and the basis for the company's existence. The only way to achieve long-term, mutually profitable customer retention is through functioning processes and guaranteed quality, working in partnership with suppliers.

The quality of all company processes – and, consequently, the quality of products and services – are a mission for continual optimisation. This awareness is implemented through the integrated STEINCONNECTOR Management System (IMS), the basis of which is formed by DIN / EN / ISO 9001.

#### 6.2 Culture of communication

The company's approach to communication is open and direct. Knowledge should be passed along openly and willingly in the form of a coaching-oriented leadership style. This results in clear and binding statements that, after a transparent balancing of interests and expertise, ensure maximum understanding and empathy for the decisions taken.

Honesty, openness and commitment are guiding values for communication with the various external partners as well.

## DECLARATION OF VOLUNTARY COMMITMENT

Both in-house and externally, the STEINCONNECTOR brand, together with our products and services, is communicated in such a way that the customer can decide objectively against the backdrop of its needs, thus making a long-term and collaborative partnership possible.

### 6.3. Consumer protection

Sales and marketing activities comply with consumer-protection regulations such as the German Youth Protection Act [Jugendschutzgesetz] in particular.

## 7. SOCIETAL INVOLVEMENT AND DEVELOPMENT

### 7.1 Community involvement

STEINCONNECTOR promotes and maintains cooperation with local organisations and institutions in the respective locations of its operations. STEINCONNECTOR views itself as a part of the community and, within the limits of its capabilities, it senses a shared responsibility for the positive development of this community.

Within an appropriate framework, STEINCONNECTOR works to promote and support education, training and culture.

### 7.2 Job creation and employee training

STEINCONNECTOR is committed to maintaining and strengthening its competitiveness. The creation of jobs and the continuous qualification of employees are intended to benefit society, make advancements possible and, in the process, combat poverty.

### 7.3 Data protection

STEINCONNECTOR attaches great importance to the protection of all personal data relating to employees, customers and suppliers.

These data are collected or processed exclusively in the course of the performance of work tasks, or where mandated by law. Personal data may not be collected or processed without the consent of the person to which it pertains.

An external data protection officer is appointed to continuously advance the implementation of data-protection requirements.

## DECLARATION OF VOLUNTARY COMMITMENT

### 8. SUSTAINABILITY

STEINCONNECTOR designs its business processes with sustainability in mind, ensuring that all resources are used sparingly and corresponding burdens kept to a minimum. An effort is made to continuously optimise the use of these resources.

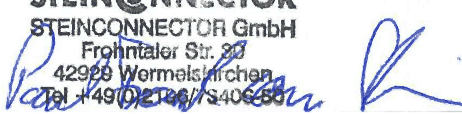
Across all of its business processes, sustainability is interpreted as a longer-term and not a fad-driven confrontation with values and policies. It is communicated in binding form, not just in-house but externally as well.

STEINCONNECTOR is committed to a continuous improvement process in all areas. Alongside a host of other priorities, this applies specifically to the use of resources, measures for the protection of the environment, energy efficiency and occupational health and safety.

Wermelskirchen, Germany, 28.08.2020  
(Place, Date)

#### Management:

**STEINCONNECTOR**  
STEINCONNECTOR GmbH  
Frohnfelder Str. 23  
42928 Wermelskirchen  
Tel. +49 (0) 21 06 / 5406 50



---

Paul Frank vom Stein