

CODE OF CONDUCT

WEBER-HYDRAULIK GMBH



I. Preamble

The WEBER-HYDRAULIK GMBH is aware of its social responsibility. All those involved in the procurement process as intermediaries between their own company and suppliers in each of the supplier markets bear a particular responsibility towards their own company, towards customers and suppliers, towards the environment and towards society

The conduct of the WEBER-HYDRAULIK GMBH and their employees is guided by the values of integrity and fairness. Honest, incorruptible and trustworthy behaviour defines social responsibility just as cooperative, fair and impartial collaboration in the best interests of all parties involved. This is reflected in our values.

This Code of Conduct is a voluntary code that is intended to put substance behind our interest in upholding fair, sustainable ethical principles of conduct.

The Code of Conduct applies to WEBER-HYDRAULIK GMBH including all subsidiaries, along with our management and employees, and it is intended as a basis for all business relationships of our company.

The ethical principles spelled out in this Code of Conduct are grounded in the basic principles of the UN Global Compact (appendix), the ILO conventions, the United Nations' Universal Declaration of Human Rights, the UN Conventions of the Rights of the Child and the Convention for the Elimination of all Forms of Discrimination of Women as well as the OECD Guidelines for Multinational Companies. The following Numbers II to V constitute minimum standards and are intended to prevent situations that may call into question the integrity of our company and our employees.

The WEBER-HYDRAULIK GMBH observes the principles of the Global Compact and seeks to ensure that they are upheld in its management practices.

II. General Principles, Law and legislation

The WEBER-HYDRAULIK GMBH commits to uphold its societal responsibility in all business dealings.

In all its business activities and decisions, the WEBER-HYDRAULIK GMBH commits to respecting the laws in effect and any other applicable provisions in the countries where it is active. Business partners are to be treated fairly. Contracts are to be upheld, whereby changes in the framework of the business environment are to be taken into consideration.

III. Conduct in the business environment

III.1 Corruption / antitrust law / money laundering / lobbying / forced labour / child labour

(a) Corruption

In dealing with business partners (customers, suppliers) and state institutions, the interests of the company and the private interests of employees on both sides are to be kept strictly separate. Actions and (purchasing) decisions are to proceed independent of considerations which do not concern the business at hand and which involve personal interests.

Current criminal law on corruption must be complied with. Among other things, the following is to be observed:

Criminal Acts in Dealing with Public Officials

he granting of personal advantages (in particular benefits in kind such as payments and loans, including the giving of smaller gifts over a long period of time) by the WEBER-HYDRAULIK GMBH and their employees to public officials (such as civil servants or public employees) with the objective of gaining advantages for the WEBER-HYDRAULIK GmbH or oneself or for third parties, is not permitted.

Criminal Acts in Business Dealings

Personal benefits in kind in exchange for a favoured position in business dealings may not be offered, promised, granted or approved. Nor may personal benefits be demanded or accepted in dealings with business partners. WEBER-HYDRAULIK GmbH has imposed on its employees not to accept any such benefits to be promised to them.

The management and employees of WEBER-HYDRAULIK GMBH are not allowed during business dealings to offer, promise, demand, give or accept gifts, payments, invitations or services that are provided with the aim of influencing a business relationship in a prohibited way or with whom there is the risk of jeopardizing the professional independence of the business partner. This generally does not apply to gifts and invitations that fall within the bounds of normal business practice regarding the scope of hospitality, convention and courtesy.

WEBER-HYDRAULIK GMBH will accept or grant donations only on a voluntary basis and without expecting anything in return. The sponsoring of people, groups or organizations will not be used to gain unlawful commercial benefits.

Payments to consultants, agents and other intermediaries may not be used to grant improper benefits to business partners, customers or other third parties. WEBER-HYDRAULIK GMBH selects its consultants, agents and other intermediaries carefully and according to appropriate suitability criteria.

The WEBER-HYDRAULIK GMBH can issue a binding policy regarding giving and receiving gifts, invitations to business entertainment and events. This policy can specify exceptions with respect to appropriate gifts of small value and of a symbolic nature, reasonable business meals and reasonable company events as well as those of business partners (customers, suppliers). The policy must be communicated within WEBER-HYDRAULIK GmbH as well as towards existing and potential business partners (disclosure).

WEBER-HYDRAULIK GMBH has designated a person who can be contacted when employees of WEBER-HYDRAULIK GMBH are in a conflict of interest or are uncertain whether a conflict of interest exists or could arise.

(b) Money laundering

WEBER-HYDRAULIK GMBH observes all current laws and guidelines for combating money laundering and financing of terrorism.

(c) Lobbying

WEBER-HYDRAULIK GMBH rejects unlawful donations to parties, their representatives, elected officials and candidates for political office.

(d) Conduct towards competitors (antitrust law)

WEBER-HYDRAULIK GMBH respects fair competition. Thus WEBER-HYDRAULIK GMBH adheres to existing laws that uphold and promote competition, in particular prevailing anti-trust laws as well as laws that regulate competition.

In dealing with competitors, these provisions prohibit collusion and other activities aimed at influencing prices or conditions, dividing up sales territories or customers or using prohibitive means to inhibit free and open competition. Furthermore these provisions prohibit agreements between customers and suppliers by which customers are to be enjoined in their freedom to autonomously determine their pricing and miscellaneous conditions when reselling (determination of pricing and conditions).

Given the fact that it can be difficult to demarcate prohibited cartels and permissible cooperation, the WEBER-HYDRAULIK GMBH has designated a person who can be contacted in case of doubt

(e) Export control law

WEBER-HYDRAULIK GMBH ensures compliance with current laws for the import and export of goods, services and information, as well as applicable embargoes and sanctions.

(f) Forced labour

WEBER-HYDRAULIK GMBH rejects every form of forced labour and human trafficking.

(g) Child labour

The WEBER-HYDRAULIK GmbH respects the regulations of the United Nations on human rights and children's rights. In particular WEBER-HYDRAULIK GmbH commits to comply with the Convention concerning the minimum age for admission to employment (Convention No 138 of the International Labour Organisation) as well as the Convention concerning the prohibition and immediate action for the elimination of the worst forms of child labour (Convention No 182 of the International Labour Organisation). If a national regulation concerning child labour provides for stricter measures, these must be given priority.

III.2 Principles promoting Social Responsibility

(a) Human Rights

WEBER-HYDRAULIK GMBH respects and supports compliance with internationally recognised human rights, as set out in particular in the UN Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights of 19 December 1966 and the International Covenant on Economic, Social and Cultural Rights of 19 December 1966.

(b) Discrimination

WEBER-HYDRAULIK GMBH commits, within the scope of prevailing laws and legislation, to oppose all forms of discrimination. This applies in particular to unfair treatment on the basis of gender, race, disability, ethnic or cultural origin, religion or world view, age or sexual orientation.

(c) Health protection

WEBER-HYDRAULIK GMBH guarantees protection of workers in the workplace and workplace health protection within the scope of national provisions. The WEBER-HYDRAULIK GMBH supports continuous advancement of this process towards improvement of the working environment

(d) Product safety

Products and services of WEBER-HYDRAULIK GMBH made available on the market in compliance with the internationally applicable laws and standards for product safety.

(e) Faire Arbeitsbedingungen

WEBER-HYDRAULIK GMBH respects the right of freedom of association and the working hours of its employees within the framework of applicable rights and laws. In particular, employees are paid adequate wages in accordance with the respective laws. The Core Labour Standards of the International Labour Organization (ILO) are observed.

(f) Unlawful eviction / land use

WEBER-HYDRAULIK GMBH observes the prohibition of unlawful eviction and prohibition of unlawful deprivation of land, forests or waters when building on or otherwise using land, forests or waters, where such use secures a person's livelihood.

(g) Use of security forces

To protect business projects WEBER-HYDRAULIK GMBH will not use private or public security forces, if the prohibition of torture is disregarded, life or limb is endangered, or freedom of association is compromised due to a lack of instruction.

(h) Environmental Protection

The WEBER-HYDRAULIK GmbH is strongly committed to the goal of environmental protection for present and future generations. Laws passed to protect the environment, and the climate must be observed. Companies are committed to protecting natural ecosystems and promoting the use of recycling management.

The company uses resources carefully and minimizes its impact on the environment and climate. WEBER-HYDRAULIK GMBH supports environmentally aware behavior by its employees.

In particular WEBER-HYDRAULIK GMBH observes existing prohibitions on causing harmful soil changes, water and air pollution, harmful noise emissions or excessive water consumption beyond the current limit values.

WEBER-HYDRAULIK GMBH adheres to the ban on the production of mercury-added products according to the Minamata Convention, the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal, and the Stockholm Convention on Persistent Organic Pollutants (POPs Convention) of 23 May 2001.

(i) Reporting violations

WEBER-HYDRAULIK GMBH informs its employees that they can report violations of this Code of Conduct and how to do so. The company adheres to local regulations for the protection of whistleblowers, in particular for protection against unlawful reprisals. All employees are encouraged to report to supervisors and/or whistleblower offices any conduct that may be contrary to this Code of Conduct.

(j) Company Secrets

WEBER-HYDRAULIK GmbH has committed its employees to safeguard trade and company secrets. It is forbidden to divulge confidential information, as well as confidential documents, to third parties without proper authorization or to provide other forms of access to them, unless proper authorization has been granted, or it has to do with publicly available information.

IV. Suppliers

WEBER-HYDRAULIK GMBH will communicate the basic principles of this Code of Conduct (Section III.1. and III.2) to its immediate suppliers, to promote compliance with the contents of the Code of Conduct among their suppliers to the best of its ability and to require them to also adhere to the Code of Conduct. WEBER-HYDRAULIK GMBH recommends that its suppliers, in turn, ask their suppliers to follow the Code of Conduct.

V. Compliance

WEBER-HYDRAULIK GMBH commits to informing its employees of the contents of this Code of Conduct and the obligations that result from it.

WEBER-HYDRAULIK GMBH is committed to ensuring that the company complies with the principles of this Code of Conduct, in particular by designing and, if necessary, adapting guidelines and processes.

The WEBER-HYDRAULIK GmbH names on request the responsible contact for this Code of Conduct who can speak definitively on behalf of the company about compliance with this Code of Conduct. The WEBER-HYDRAULIK GmbH had to undertake to ensure through appropriate organizational preparations that all companies of the WEBER Group and its management comply with this Code of Conduct. This is achieved in particular by the introduction and maintenance of appropriate controls and plausible checks.

Güglingen, February 2025

APPENDIX

United Nations Global Compact

The ten principles

The principles of the Global Compact are based on a universal consensus and are derived from

- The Universal Declaration of Human Rights
- The International Labour Organisation's Declaration on Fundamental Principles and Rights at Work
- The Rio Declaration on Environment and Development
- The United Nations Convention Against Corruption.

The Global Compact asks companies to embrace, support and enact, within their sphere of influence, a set of core values in the areas of human rights, labour standards, the environment, and anti-corruption:

Human Rights

Principle 1: Businesses should support and respect, within their sphere of influence, the protection of internationally proclaimed human rights and

Principle 2: make sure that they are not complicit in human rights abuses.

Labour standards

Principle 3: Business should uphold the freedom of association and the effective recognition of the right to collective bargaining,

Principle 4: the elimination of all forms of forced and compulsory labour,

Principle 5: the effective abolition of child labour and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Environmental protection

Principle 7: Businesses should support a precautionary approach to environmental challenges,

Principle 8: undertake initiatives to promote greater environmental responsibility and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Fighting corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery