

## **SCHILLING Kran- und Hebeteknik GmbH – our joint Code of Conduct for responsible business practices**

### **Preamble**

SCHILLING Kran- und Hebeteknik GmbH stands for high-quality, safe and reliable lifting technology “Made in Germany”. Responsibility towards customers, employees and partners is a central part of our business activities. This Code of Conduct sets out the principles and defines the requirements and expectations that apply to SCHILLING itself as well as to our customers, suppliers, service providers and business partners. At the same time, it serves as a binding basis for our cooperation and may be used towards customers as confirmation of our corporate and compliance standards. The goal is a long-term, trustworthy and sustainable partnership based on shared values. We expect our partners to actively support these principles and implement them in their daily business activities.

### **1. Scope**

This code applies to ourselves as well as to all customers, suppliers, service providers and other business partners of SCHILLING Kran- und Hebeteknik GmbH. It forms an integral part of all business relationships and serves as the basis for responsible cooperation. Our partners undertake to communicate and implement the contents of this code also to their own suppliers and subcontractors.

### **2. Compliance with the law and integrity**

We at SCHILLING and our partners are committed to complying with all applicable national and international laws and regulations. This includes, in particular, provisions relating to employment law, environmental law, and commercial and competition law. Business decisions are made exclusively based on objective criteria. Any improper influence must be avoided. Transparency, reliability and integrity form the basis of all our collaborations and business relationship.

### **3. Labour and human rights**

SCHILLING and our partners respect and uphold internationally recognized human rights. Any form of child labor is prohibited. The minimum standards of the International Labour Organization (ILO) must be observed. Forced labor, modern slavery or comparable practices are strictly prohibited. All employees must be treated fairly. Discrimination based on gender, origin, religion, age or other personal characteristics is not permitted. Working hours, remuneration and social benefits must meet at least the statutory requirements. A respectful, safe and appreciative working environment is actively promoted.

### **4. Occupational health and safety**

The safety of people is a top priority for SCHILLING – and we expect the same from our partners. All relevant occupational health and safety regulations must be complied with and actively implemented. Workplace hazards must be systematically identified and minimized. Employees must receive regular training on safety-related topics. Appropriate protective measures and personal protective equipment must be provided. The goal is a working environment that prevents accidents and protects health in the long term.

#### **5. Environmental protection and sustainability**

SCHILLING, our suppliers and business partners are committed to complying with all applicable environmental regulations. Natural resources must be used responsibly and efficiently. Emissions, waste and environmental impacts must be reduced to a minimum. Environmentally friendly technologies and processes should be promoted wherever possible. Continuous improvements in environmental management are expected. Sustainability is to be understood as a long-term component of corporate strategy.

#### **6. Business ethics and compliance**

SCHILLING does not tolerate corruption, bribery or any other improper granting of advantages. This applies equally to our own conduct and to the behavior of our customers, suppliers and business partners. Gifts and invitations may only be offered or accepted within an appropriate framework and must not influence business decisions. Conflicts of interest must be avoided and, where they arise, disclosed openly. All competition law and antitrust regulations must be strictly observed. Business information must be treated confidentially and protected against unauthorized access.

#### **7. Export controls, customs and anti-money laundering**

SCHILLING, our customers, suppliers and business partners comply with all applicable regulations regarding export control, customs and international sanctions and do not participate in money laundering or illegal financial transactions.

#### **8. Quality, product safety and technical responsibility**

The quality and safety of our products are a central part of our brand promise. SCHILLING and all our partners are committed to complying with all agreed technical specifications and standards. Products and components must meet the highest safety requirements – especially in the field of lifting technology. Complete documentation and traceability of all relevant materials and processes must be ensured. Any quality deviations must be reported immediately and resolved jointly. The aim is to achieve consistently high product quality and maximum safety in use.

#### **9. Supply Chain and Subcontractors**

Our partners are responsible for ensuring that their own suppliers and subcontractors also comply with these standards. The requirements of this code must be communicated throughout the entire supply chain. Risks within the supply chain must be identified and actively managed. Appropriate evidence must be provided upon request.

#### **10. Implementation and Monitoring**

Compliance with this code forms part of our working relationship with SCHILLING and reflects our own commitment towards customers, employees and business partners. We reserve the right to review compliance within an appropriate framework. Suppliers and business partners shall support such measures, for example by providing information or participating in audits. Any deviations will be assessed jointly and rectified through appropriate measures.

#### **11. Consequences of Violations**

Violations of this code may result in appropriate measures depending on their severity. Such measures may range from requests for improvement to the termination of the business relationship.

#### **12. Approval and Signature**

With this declaration, SCHILLING confirms the principles described in this code as a binding basis for its own conduct and for cooperation with customers, suppliers and business partners. By initiating or continuing the business relationship, our partners also acknowledge this code as a binding basis for cooperation.

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