

# Code of Conduct for Business Partners

(Version Feb. 2024)

## 1 Introduction

The Humbel Group (Humbel Zahnräder AG and its subsidiaries) is a globally active, independent manufacturer of transmission components and gears. We supply our customers with high-quality customised products and services. The Humbel Group is committed to fair business relationships based on partnership and to social and environmental sustainability. This Code of Conduct helps the Humbel Group and its business partners (suppliers, partners, etc.) to respond to the different conditions in the market and to meet the challenges of social responsibility.

This Code of Conduct applies to all business partners of the Humbel Group. By confirming an order received from the Humbel Group, the business partner undertakes to comply with the contents of this Code of Conduct throughout its entire supply chain.

## 2 Integrity and ethics

The business partner is committed to the highest levels of integrity, honesty and ethical behaviour in all business practices. Money laundering, bribery, corruption and unethical practices will not be tolerated.

The business partner does not grant or accept any inducements that could influence business decisions.

The business partner treats his fellow human beings in a respectful, fair and equitable manner. Discrimination, harassment or abuse in any form will not be tolerated.

## 3 Environmental protection

The business partner undertakes to protect the environment and to use resources sustainably.

## 4 Employee rights

The business partner undertakes to comply with the applicable, country-specific labour laws.

The business partner rejects all forms of forced and child labour.

The business partner takes into account country-specific requirements regarding minimum wages and working hours.

## 5 Social responsibility

The business partner is involved in society and contributes to social and economic development.

The business partner takes its responsibility towards society seriously and acts in accordance with social and ethical standards.

## 6 Transparency and co-operation:

The business partner promotes open communication and transparency in its business practices.

Employees are encouraged to raise concerns and questions without fear of reprisals.

## 7 Compliance and accountability

The business partner participates in fair competition and complies with all relevant laws and regulations. Illegal business practices will not be tolerated.

The business partner undertakes to strictly comply with all applicable laws and regulations.

The business partner complies with applicable data protection law and protects personal data. It shall also protect confidential information of the Humbel Group.

In the event of misconduct, a thorough investigation is carried out and appropriate measures are taken.

## 8 Responsible supply chains

The business partner shall ensure that its suppliers comply with similar ethical standards.

A transparent supply chain that respects social and ecological standards is of great importance.