

CORPORATE
SOCIAL
RESPONSIBILITY



TURNING IDEAS INTO EXCITEMENT

Contact person- Corporate Social Responsibility / Ansprechpartner Corporate Social Responsibility

Eissmann has established a Compliance Committee responsible for implementing and enforcing the Code of Conduct. The Compliance Committee comprises the Managing Directors of Eissmann Group Automotive and the Head of the Human Resources Division. Where violations take place within the subsidiaries, the relevant Managing Director in the Compliance Committee is involved. If members of the Compliance Committee are affected, they cannot work on their own account within the Compliance Committee. In the subsidiaries, it is the Head of Human Resources who acts as contact in matters of compliance and who is entrusted with the implementation of the Code of Conduct.

Every employee is entitled to approach the Head of Human Resources of his or her company, the responsible Human Resources management, or the members of the Compliance Committee on matters concerning compliance. The contact can also be made anonymously. The relevant contact details and further information on the subject of compliance can be found in the IMS. Employees who report violations of the Code of Conduct or suspected violations to Eissmann will not be penalized for so doing.

Addition: Members of the Compliance Committee: CEO, CFO, BL-PM, BL-GSM, Group Financial Auditor

Source: Code of Conduct 4

Working conditions / Arbeitsbedingungen

Eissmann gives its employees fair pay and fair working conditions in compliance with all statutory requirements. We reject all forms of forced labor and child labor.

Source: Code of Conduct 3.1 Chapter 3

Bribery / Bestechung

Gifts, payments, services: Eissmann observes the rules of fair competition and the free market. Eissmann therefore declines any contract that can only be won by violating the relevant laws. No formal or informal agreements may be reached with competitors that aim at / result in unlawful obstruction to the competition. The same applies to tacit, deliberately concerted practices.

Eissmann will not tolerate any kind of bribery or corruption. All commercial activities must be carried out in thought and deed in a spirit of honesty and responsibility. Any agreements or collateral agreements that directly or indirectly benefit individual people or organisations with respect to the arrangement, award, approval, supply, processing or payment of contracts are therefore prohibited.

The Management Board and employees may not offer, promise, demand, give or accept any gifts, payments or services in the course of business transactions. Exceptions are occasional gifts of low value < 35 euros. Any offer of gifts or benefits above and beyond this must be refused, and if appropriate, sent back. The supervisor must be informed about this without fail.

Invitations to events require the prior approval of the local Management Board. If Managing Directors of subsidiaries are invited to events, they need prior approval from the Management Board of EGA.

Invitations to business meals within the normal limit (50 euros per person) are permitted in principle.

Source: Code of Conduct 2.1

Business Conduct und Compliance

see Code of Conduct

Source: Code of Conduct

Compliance

Compliance forms an integral part of our corporate values. We protect our employees, our company, our customers and partners with our code of conduct, which is valid around the world. To this end, we have summarized all relevant statutory and company-internal regulations for our employees in our "Code of Conduct". Prevention and control measures include, among others, the dual control principle, the strict separation of management and control systems, and regular audits. The compliance system also includes a reporting system. Employees, but also business partners and third parties as well, are able to report irregular behavior to the responsible compliance officer** by writing an e-mail or calling the hotline. Through mandatory training, we ensure that all employees know the basics of compliance and know how and to whom they can report violations. It is particularly important that events that indicate a criminal offense (e.g., theft, fraud or bribery) or a systematic violation of laws or internal corporate regulations, e.g., non-compliance with our quality and safety standards, be reported. We have also independently adopted a number of measures to strengthen our compliance organization. These include opportunities for management and employees to engage in intensive exchanges on relevant issues. Our goal is to make our compliance a primarily value-based system and not a rule-based one.

Source: Corporate Social Responsibility **Group Financial Auditor

Conflict Minerals Reporting

We do not deal in or process any conflict minerals, conflict resources or conflict raw materials, such as: Tin, tantalum, tungsten (including its ores), concentrates, gold, diamonds, oil, precious woods, raw materials that are used in fabricating drugs, natural rubber, cotton or cocoa. We do not allow any human rights violations or violations of international law. We do not receive any mineral resources, raw materials, and other goods that are cultivated or promoted in conflict regions.

Source: Corporate Social Responsibility

Conflict Minerals Reporting - Suppliers / Conflict Minerals Reporting - Lieferanten

We require all of our relevant suppliers to comply with our conflict minerals regulations in accordance with our Purchasing conditions

Source: Corporate Social Responsibility

Corporate Social Responsibility

The provisions are extensively described in these Corporate Social Responsibility guidelines, which are binding for all our companies in the Eissmann Group Automotive without exception.

Source: Corporate Social Responsibility

Corporate Social Responsibility- Volunteering / Corporate Social Responsibility- Freiwilliges Engagement

We present ourselves as an attractive employer with a global profile that cooperates with local business organizations and associations. We actively cooperate with such local associations as: the German Association of the Automotive Industry (VDA), trade associations, and chambers of industry and commerce.

Source: Corporate Social Responsibility

Data protection and security of information / Datenschutz und Informationssicherheit

The global electronic exchange of information is essential for employees to be able to work effectively, and for business success in general. However, side by side with the benefits of electronic communication are associated risks for data protection and security of information. Official documents and data storage media must therefore always be protected from access by third parties.

When using the internet, care must be taken to ensure that no information is ever retrieved or forwarded that could incite racial hatred, glorify violence or other crimes, or have offensive content. We expect employees to take appropriate care when using company information (refer in this context to the ISMS Declaration IT Corporate Guideline in the IMS).

Confidentiality must be maintained concerning in-house matters that have not been disclosed to the public. This also applies to inventions and other types of know-how. This information is essential to the long-term success of the Eissmann Group. Employees must therefore not pass information in any form about new discoveries or trade secrets to third parties. This also applies after termination of employment.

Deriving personal advantage or advantage for others through the use of in-house information is not permitted. The same applies in the case of unauthorized disclosure of such information.

Source: Code of Conduct 3.4

Discrimination / Diskriminierung

We respect human rights worldwide, and do not tolerate any unequal treatment (discrimination) harassment or disparagement in violation of the law. In particular we do not tolerate any discrimination on the grounds of race, ethnic origin, gender, religion or philosophy, political opinions, disability, age, or sexual identity.

Source: Code of Conduct 3.1 Chapter 2

Compliance with the Code of Conduct / Management and working conditions / Einhaltung Code of Conduct / Führung und Arbeitsbedingungen

The Eissmann management guidelines apply in full to this Code of Conduct. Senior managers are expected to set a good example and not only communicate the rules of the Code of Conduct in an effective manner, but to live by the rules themselves, and require their employees to do the same. Our senior managers are the first contact for their employees in all questions relating to this Code of Conduct. Senior managers are therefore responsible within the framework of the culture of trust espoused by Eissmann for ensuring that no infringements of this Code of Conduct occur within their own area.

Source: Code of Conduct 3.1 Chapter 1

Compliance with the Code of Conduct / Einhaltung Code of Conduct

Reported violations of the ethics escalation policy as well as the number of incidents reported through whistleblowing*** are recorded and tracked using our QZ scorecard at the respective subsidiary.

***A whistleblower is a person who provides important information to the public from a secret or protected source. These typically include such abuses or crimes as corruption, insider trading, human rights violations, data misuse, or general dangers that the whistleblower experiences at his or her workplace or in other contexts.

Source: QZ-Scorecard / ** Wikipedia

Wages / Entlohnung

We offer our employees appropriate remuneration that matches local market conditions..

Source: Corporate Social Responsibility

Professional and personal development / Fachliche und persönliche Entwicklung

People grow with their jobs. "We set individualized development targets with our employees if necessary and depending on the level of training and qualification." Together with our staff, we agree and document training programmes tailored to the company's needs, and actively monitor success.

Source: Eissmann Management guidelines D Chapter 1 optimizes: " " Corporate Social Responsibility

Give freedom / Freiräume gewähren

We ensure unambiguous responsibilities through a transparent, clear organisation of our area of responsibility. We reinforce the personal responsibility of our staff by including them in decision-making processes and delegating challenging tasks to them. Bearing in mind responsibility and expertise, we give staff scope to make their own decisions, express other opinions, and come up with creative solutions. In this way we promote an open culture of failure management.

Source: Eissmann Management guidelines C Chapter 2

Hazardous Substances and Chemicals / Gefahrstoffe und Chemikalien

All our hazardous substances and chemicals must undergo an approval process and are listed in a registry. Hazardous substances are stored in authorized rooms. The safety data sheets and the corresponding operating instructions are regularly checked to ensure that they are up-to-date.

Source: *Integrated Management System*

Risk assessment / Gefährdungsbeurteilung

Our risk assessment procedure systematically identifies and assesses all relevant hazards to which our employees are subjected in the course of their professional activities. The derivation and implementation of all measures necessary to protect safety and health, which are subsequently checked for their effectiveness, are additional tasks. Our aim is to identify hazards at work at an early stage and to counteract them preventively, that is to say before anyone becomes ill or suffers an accident. We outline the possible approaches in our integrated management system.

Source: *Integrated Management System*

Business Behavior and Business Relations / Geschäftsverhalten und Geschäftsbeziehungen

Our code of conduct includes the approaches to our own behavior in the business and also to the business relationships with our partners.

Source: *Code of Conduct 2*

Health and Safety Audits / Gesundheits- und Sicherheitsaudits

See our certified management system: Occupational health and safety measures are adopted in accordance with Occupational Health and Safety Assessment Series 18001

Source: *Matrix-Zertifikate OHSAS 18001*

Health and Social Policy / Gesundheits- und Sozialpolitik

Individual health programs as well as all statutory medical check-ups are carried out at the factory in cooperation with local company doctors. Trained internal and external specialists perform factory visits at all locations on a quarterly basis

Source: *Integrated Management System*

Global Compact – The Ten Principles / Global Compact - Die zehn Prinzipien

I.) We support and respect international human rights II.) We make sure that we are not complicit in human rights violations III.) We respect the right to freedom of association, and we effectively recognize the right to collective bargaining IV.) We stand for the elimination of all forms of forced labor V.) We stand for the abolition of child labor VI.) We advocate for the elimination of discriminatory employment practices VII.) We believe in preventative solutions to environmental problems VIII.) We take initiatives to promote greater environmental awareness IX.) We are accelerating the development and diffusion of environmentally friendly technologies X.) We oppose all kinds of corruption, including blackmail and bribery

Source: *Corporate Social Responsibility*

Global Reporting Initiative

This initiative is designed to support our sustainable development worldwide and at the same time provide comparable decision-making and orientation guidance for interested members of the public. The GRI guidelines provide us with support when preparing the Sustainability Report. By defining the specific indicators that characterize the economic, environmental, and social aspects of our activities, products, and services, we are able to improve the comparability of the report. They thus complement operational sustainability management and control measures. The level of our reporting is transparent and can be checked at any time.

Source: *Corporate Social Responsibility*

Policy statement / Grundsatzklärung Eissmann Group Automotive

The trust placed by our customers, proprietors, employees and public in the Eissmann Group depends to a significant degree on the conduct of each and every member of staff, of the managing directors, of the shareholders as well as of the members of the advisory board. This trust is based on constant respect for justice and the law, as well as our internal company rules.

Eissmann is well aware of its responsibility towards society, and acts accordingly. We recognize the joint responsibility of the company and our employees, of the managing directors, of the shareholders as well as of the members of the advisory board for the common good. It is for this reason that Eissmann has summarized in this Code of Conduct the most important compulsory standards applicable to all Eissmann employees all over the world, thereby promoting the culture of decency and honesty that is practiced by Eissmann.

At the same time, in this Code of Conduct Eissmann is providing every member of staff with a guideline intended to help him or her to act independently in a way that is compatible with the philosophy of the company. This independence is both a right and a duty. Every single employee is duty bound in his or her own area of responsibility to ensure that his or her conduct always conforms to the rules set down in this Code of Conduct.

This Code of Conduct describes a standard that will, where appropriate, be supplemented by local rules. It applies to all employees of the Eissmann Group all over the world. However, Eissmann also expects all others working in the company (for instance trainees, external members of staff, temporary staff, consultants) to comply with this Code of Conduct.

Source: *Code of Conduct 1*

Integrity / Integrität

Decency, fairness, openness, honesty, trustworthiness and reliability are the bedrock of our activities. Our Code of Conduct defines our activities at all times. We act as team players. We do not accept any lack of respect, any discrimination, intrigue or bullying. We respect different cultures and the people of the countries we do business with.

Source: *Eissmann Management guidelines B Chapter 3*

Avoidance of conflicts of interest / Interessenkonflikten vermeiden

Eissmann is keen to make sure that no conflicts of interest or loyalty should arise in the course of their employees' work, in particular in transactions between Eissmann companies and employees or their close relatives. Any such transactions must be disclosed to the employee's superior prior to conclusion.

If an employee wishes to take up paid work on the side, he or she must obtain written consent from Human Resources Management; in the case of managers, written consent must be obtained from the Board.

Eissmann does not participate in party-political activities. But we expressly welcome the involvement of our employees in civic and social affairs, as well as their commitment to social and charitable activities. Employees engaging in such activities do so as private individuals, and in such a way as to exclude the possibility of any conflict of interest with their work.

Source: *Code of Conduct 3.2*

International Material Data System / Internationales Material Daten System

We together with our suppliers declare the material and chemical compositions of all our components, semifinished products, and materials in the IMDS. The main benefit that we derive from the use of the IMDS is the ability to safeguard our products and establish legal material regulations for complete vehicles and auto parts. Our aim is to comply with applicable national and international laws, which are subject to standards and legal regulations, including in particular those in the environmental field. For the IMDS, all materials are assigned to a classification in accordance with VDA 231-106.

Source: *Integrated Management System*

Child labor / Kinderarbeit

We reject all forms of forced labor and child labor.

Source: *Code of Conduct 3.1 Chapter 3*

Communication / Kommunikation

We abide by our communication rules and communicate in a clear, factual and well-structured way, appropriate for the audience. We organise regular staff meetings on information of mutual interest, and co-ordinate activities and procedures. We provide timely and comprehensive information about relevant developments and overarching themes such as changes relating to organisation or staff that have an effect on the work of our staff.

Source: Eissmann Management guidelines E Chapter 1

Conflict resolution / Konfliktlösung

Active listening, involvement of those concerned, and objectivity are for us the means by which we resolve conflicts as quickly as possible. We follow up complaints and offences in an impartial and thorough way. We process conflicts in a practicable way, and give feedback to all concerned.

Source: Eissmann Management guidelines E Abschnitt 2

Corruption / Korruption

Measures to combat corruption and extortion that take the form of gifts, payments, and services

Eissmann observes the rules of fair competition and the free market. Eissmann therefore declines any contract that can only be won by violating the relevant laws. No formal or informal agreements may be reached with competitors that aim at / result in unlawful obstruction to the competition. The same applies to tacit, deliberately concerted practices.

Eissmann will not tolerate any kind of bribery or corruption. All commercial activities must be carried out in thought and deed in a spirit of honesty and responsibility. Any agreements or collateral agreements that directly or indirectly benefit individual people or organisations with respect to the arrangement, award, approval, supply, processing or payment of contracts are therefore prohibited.

The Management Board and employees may not offer, promise, demand, give or accept any gifts, payments or services in the course of business transactions. Exceptions are occasional gifts of low value < 35 euros. Any offer of gifts or benefits above and beyond this must be refused, and if appropriate, sent back. The supervisor must be informed about this without fail.

Invitations to events require the prior approval of the local Management Board. If Managing Directors of subsidiaries are invited to events, they need prior approval from the Management Board of EGA.

Invitations to business meals within the normal limit (50 euros per person) are permitted in principle.

Source: Code of Conduct 2.1

Encourage performance / Leistung fördern

We deploy staff according to their strengths, knowledge and skills, we place our trust in them and provide them with security. We motivate them by acknowledging their achievements and expecting results. We recognise good results and specifically praise them. We make use of the tools available for performance-related pay. We pay attention to process efficiency, maintain standards, and implement decisions consistently.

Source: *Eissmann Management guidelines C Chapter 3*

Focus on performance and results / Leistungs- und Ergebnisorientierung

Our products and services are some of the best on the market, and we are developing them further. In all areas we are focused on performance, results, and customers. We act in a co-operative manner, we are well aware of our scope for action and make active use of it.

Source: *Eissmann Management guidelines B Chapter 2*

Suppliers – Sustainability / Lieferanten - Nachhaltigkeit / Sustainability

I.) Preference for suppliers who take due account of environmental, social and economic issues (corporate social responsibility) in their production and delivery processes II.) Sustainability indicators as criteria for the assessment and selection of suppliers and service providers III.) Exclusion of suppliers who violate human rights, working norms, environmental regulations or other legal provisions IV.) Fair and open communication with suppliers V.) Regular monitoring of supplier compliance with company policy and its performance in light of stakeholder information, achieved status, and other measures.

Source: *Corporate Social Responsibility*

Selection of suppliers and service providers / Lieferanten und Dienstleistern – Auswahl

The assessment, decision, awarding and processing of a contract must be based on strictly professional criteria, and must be carried out in a transparent manner. Any preferential treatment of suppliers or attempt to obstruct their efforts is forbidden. When selecting business partners, Eissmann demands that they too respect the values contained in this Code of Conduct. Any violation of these values by a partner can lead to a termination of the business relationship. When concluding a contract with suppliers and service providers, the two-man rule must be observed.

Source: *Code of Conduct 2.4*

Management System: Social Accountability SA 8000

We intend to apply this international standard going forward in order to improve working conditions for our white-collar employees, blue-collar workers, and temporary workers so as to ensure social and working standards that go beyond the minimum requirements.

Source: *Corporate Social Responsibility*

Management System: Energy DIN EN 16247-1 / **Managementsystem: Energie DIN EN 16247-1**

Every four years we carry out extensive energy audits, including on-site inspections, at our European plants. This systematic study of the energy input and energy consumption of our facilities, buildings, and systems provides an important basis for improving our efficiency and reducing consumption. We consider recommendations for action from the energy audit report about where we can achieve energy savings.

Source: Energy Services Act

Management System: Information security measures in accordance with ISO 27001

Managementsystem: Informationssicherheit nach ISO 27001

We specify the requirements for the establishment, implementation, maintenance, and ongoing improvement of measures in our documented information security management system while taking context into account individual context. In addition, we assess and deal with the information security risks in accordance with our individual needs. We protect all assets in our value chain through the adoption of appropriate security mechanisms.

Source: Matrix-certificate ISO 27001 Bureau Veritas Certification

Management System: German Association of the Automotive Industry Prototype Protection (VDA-PTS) / **Managementsystem: VDA-PTS, Verband der Automobilindustrie - Prototypenschutz**

We adhere to the requirements of the uniform automotive industry standard for prototype protection (which also applies to contractors) together with the requirements of ISO 27001.

Source: certificate VDA PTS Prototype protection Bureau Veritas Certification

Management System: Quality measures in accordance with ISO 9001 and IATF 16949

Managementsystem: Qualität nach ISO 9001 und IATF 16949

Our goal is to use these quality standards to effectively improve system, process, and product quality through these quality standards in order to increase customer satisfaction, identify errors and risks in the production process and the supply chain, eliminate the underlying reasons for these errors, and take corrective and preventive measures to verify their effectiveness. The main goal is to prevent errors and not simply to detect them after they have occurred. Our aim is to meet all customer-specific terms & conditions that automotive manufacturers place on us..

Source: certificate ISO 9001 / IATF 16949 Bureau Veritas Certification

Management System: Environmental protection in accordance with ISO 14001

Managementsystem: Umwelt nach ISO 14001

We focus on the implementation of a continuous improvement process as a means of achieving the respectively defined objectives with regard to our environmental performance. This process is based on the PDCA method, namely Plan, Do, Control, and Optimize.

- Plan: Definition of objectives and processes to achieve the implementation of our environmental policy in the organization
- Do: Implementation of a defined process
- Check: Monitoring the process with regard to ensuring compliance with legal requirements and our own regulations as well as the objectives of our environmental policy
- Act: We optimize our processes if required

We have implemented a company environmental policy, an environmental program, as well as a corresponding management system. This helps us to reach our targets for the reduction of waste, waste water, and emissions, for example. We strive to make continuous improvements through the regular review of objectives, environmental laws, and the environmental management system.

Source: Matrix-certificate ISO 14001 Bureau Veritas Certification

Management System: Accident management / Managementsystem: Unfallmanagement

We consistently invest in measures and activities that protect our employees from health hazards. We seek out information on risks and dangers as well as the implementation of appropriate protective measures to avoid injuries and thus permanently reduce our accident rates. Strengthening safety awareness through recurring training as well as motivating employee to exhibit exemplary behavior are important components of our prevention efforts. We analyze each accident centrally and, if necessary, share the information about the accident, including appropriate actions that need to be taken, with all subsidiaries.

Source: Integrated Management System

Human trafficking / Menschenhandel

We categorically reject any form of human trafficking.

Source: Corporate Social Responsibility

Minimum wage / Mindestlohn

We pay salaries in accordance with local, country-specific minimum wage laws.

Source: Corporate Social Responsibility

Sustainability Report / Nachhaltigkeitsbericht

We publish an EGA Sustainability Report covering all locations within Eissmann Group Automotive.

Source: sustainability report

Sustainability and Environmental Protection Regulations for Suppliers / Nachhaltigkeits- und Umweltschutzbestimmungen für Lieferanten

Our Sustainability and Environmental Protection Regulations for Suppliers covers the following topics:

Working conditions, remuneration and benefits, health and safety, child labor, combating corruption and bribery, human trafficking, human rights, discrimination prevention, environmental management, freedom of assembly and collective bargaining, and measures to combat compulsory labor.

Our supplier management has implemented appropriate measures to ensure that our suppliers comply with the Sustainability and Environmental Protection Regulations for Suppliers.

Source: Sustainability and Environmental Protection Regulations for Suppliers

Environmental Responsibility / Ökologische Verantwortung

Environmental protection is very important to us. Sustainability therefore forms a part of our corporate governance. We consistently work to further develop environmentally friendly resource use policies on the basis of existing environmental and occupational safety directives. We focus on efficient production processes and environmentally friendly technologies. The production of our products requires the use of valuable resources. We take our responsibility to conserve raw materials and protect the environment very seriously. Because what is ecologically sensible also often makes economic sense, therefore providing surplus value for our customers. Our manufacturing processes have been certified to be sustainable. We rely on integrated management systems across the Group to help us manage and conserve resources. All production sites are therefore certified according to the environmental management standard. We regularly carry out extensive energy audits at our European plants.

Source: Matrix-certificate ISO 14001 Bureau Veritas Certification

Patents, industrial property rights / Patente, gewerbliche Schutzrechte

Employees must not pass on to third parties any new findings or trade secrets in any form whatsoever. Each employee must respect the valid property rights of third parties. No member of staff must acquire or use the secrets of a third party, unless authorised to do so.

Source: Code of Conduct 2.3

Staff recruitment / Personalauswahl

When recruiting staff, we take both professional qualifications and personal aptitude into account. Mobility and international focus are becoming more and more important for us. When we assemble our teams, we take diversity into account, since the best results are guaranteed by using various different perspectives.

Source: Eissmann Management guidelines D Chapter 4

Policies / Politiken

Our globally valid and binding standards are accessible to all employees. They are described in the company's guidelines, the management guidelines, the Code of Conduct, the Corporate Social Responsibility Guidelines, the organizational context, the Information Security Policy, and the Health, Safety, and Environmental Policy.

Source: Integrated Management System

REACH - Registration, Evaluation, Authorization and Restriction of Chemicals

As a manufacturer of vehicle interiors, we are a so-called "downstream user" according to REACH. Pre-registration or registration obligations (ECHA) arising from the manufacture and placing of substances/chemicals on the market are not applicable to us.

Our products are manufactured goods, and therefore they are not defined as substances or preparations (as defined in Article 3 Definitions). Moreover, no substance is released from the products under normal and reasonably foreseeable conditions of use. Therefore, we are neither subject to the registration requirement nor to the obligation to create material safety data sheets. In order to guarantee our customers a continuous supply of reliable and safe products, we ensure that our suppliers comply with all requirements governing chemical substances and materials.

Source: REACH and RoHS Declaration of Conformity

Regulations – Compliance / Rechtsvorschriften - Einhaltung

We ensure adherence by maintaining a regulatory directory and verifying the performance of an annual compliance audit.

Source: Integrated Management System

RoHS - Restriction of Hazardous Substances

As far as we currently know, our products do not contain substances that have been placed on the market in accordance with RoHS Directive 2011/65/EU of the European Parliament and Council dated June 8, 2011 restricting the use of hazardous substances in electrical and electronic equipment as well as establishing the maximum permissible concentration of cadmium in homogeneous materials as <0.01% by weight. In addition, concentrations of lead, mercury, hexavalent chromium (Cr6+), polybrominated biphenyls (PBB), and polybrominated diphenyl ethers (PBDE) that are greater than 0.1% are prohibited according to Annex II of the Directive.

Source: REACH and RoHS Declaration of Conformity

Trainings – Code of Conduct / Schulungen - Code of Conduct

All employees must read the relevant content via our Eissmann e-Learning Management System and confirm that they accept the Code of Conduct. We commit to regularly verifying our employees' knowledge.

Source: *Corporate Social Responsibility*

Trainings - Anti-corruption Measures and Ethics / Schulungen - Korruptionsbekämpfung und Ethik

All employees must read the relevant content via our Eissmann e-Learning Management System and confirm that they accept the Code of Conduct. We commit to regularly verifying our employees' knowledge.

Source: *Corporate Social Responsibility*

Trainings – Understanding of Corporate Social Responsibility/Sustainability

Schulungen - Verständnis von Corporate Social Responsibility / Nachhaltigkeit

All employees must read the relevant content via our Eissmann e-Learning Management System and acceptance of and compliance with Corporate Social Responsibility Guidelines. We commit to regularly verifying our employees' knowledge.

Source: *Corporate Social Responsibility*

Trainings – Health and Safety / Schulungen - Gesundheit und Sicherheit

All employees are trained using our "Eissmann e-Learning Management System" and have to pass an examination once a year.

Source: *Corporate Social Responsibility*

Trainings – Information Security / Schulungen – Informationssicherheit

All employees are trained using our "Eissmann e-Learning Management System" and have to pass an examination once a year.

Source: *Corporate Social Responsibility*

Social Audits / Sozialaudits

These are carried out annually at the Group within the framework of internal system audits. The following points are verified on the basis of the SA 8000 international standard: Child and forced labor, health and safety, the right to collective bargaining and trade unions, discrimination, disciplinary measures, and remuneration and management systems.

Source: *Corporate Social Responsibility*

Social Issues / Soziale Belange

Are listed in the Company Code section of the Operational Regulations and can be accessed via the Eissmann Employee Portal by all employees.

Source: Operational Regulations EMP

Social responsibility / Soziale Verantwortung

We are well aware of our social responsibility, and are committed to the local regions at all our sites. For us, the strong commitment to hard work and work-life balance are not at odds with each other. We provide appropriate equipment for a safe working environment and preventive measures to promote health promotion

Source: Eissmann Management guidelines B Chapter 5

Donation and sponsorship / Spenden und Sponsoring

Donations can only be made if they are traceable, in other words, both the recipient and the use to which the donation will be put must be known. Payments to private accounts are not allowed. When donations are made, it is necessary to ensure that they are not being paid close to the time a contract is awarded, and that have nothing to do with the content of the contract. Any kind of donation must be approved by the Chairman of the Board.

Source: Code of Conduct 2.2

Promotion of talent / Talentförderung

We recognise our talents, and promote them through focused interdisciplinary development programmes and special challenging tasks, in line with the motto “strengthen strengths”. In this way we create the basis for a sustainable succession planning. We fill vacant positions globally, preferably from within our company group.

Source: Eissmann Management guidelines D Chapter 2

Environment, safety and quality / Umwelt, Sicherheit und Qualität

Eissmann is committed to the protection of life and the health of all its employees, and responsible handling of resources and hazardous materials. All employees have a duty to avoid hazards to human health in the workplace, to minimize harm to the environment, and make economical use of resources. In developing and manufacturing our products we adhere to the principles of sustainability and environmental compatibility.

The market success of our products is inextricably linked with their quality. We will not tolerate deliberate or negligent conduct that results in a lowering of quality.

Source: Code of Conduct 3.5

Accident Detection System / Unfallerfassungssystem

Our goal for all locations is zero accidents. We record and analyze: accident-free days, types of accidents, the classification of accidents as work or travel accidents, absences from work attributable to accidents, severity of accidents, and accident rate per 1,000 employees. TOP analyses are carried out for all accidents involving the areas of technology, organization, and staffing. If accidents are assessed as having a system-related cause, remedial measures are implemented throughout the Group. In addition, independent measures for accident prevention are implemented worldwide.

Source: *Integrated Management System*

Corporate Sustainability / Unternehmerische Nachhaltigkeit

I.) Customized solutions for our customers. The central components of our sustainable corporate management approach are customer focus, ability to innovate and, of course, our constant desire to improve day by day. II.) We understand customer focus literally. To be centered on our customers means to understand their needs exactly and to offer tailor-made solutions to them. III.) The power to innovate is what drives us. We want to improve continuously. This aspiration permeates all aspects of our business activity. In addition to the quality of our processes and products, this focus also affects communication with various interested parties such as customers, employees, suppliers, neighbors, and partners.

Source: *Corporate Social Responsibility*

Support - Give people guidance / Unterstützung - Menschen an die Hand nehmen

Whenever required performance deviates from what is actually achieved (both personal and professional), we are here to offer active support. In doing so, we give security and backing, at the same time as drawing firm but fair consequences where necessary.

Source: *Eissmann Management guidelines D Chapter 3*

Responsibility / Verantwortungsbewusstsein

I.) We are committed to our employees

They are the basis for our success. This is why employee development plays a decisive role at our company.

II.) How we attract employees and develop them

We seek to hire the best talents and experienced experts as employees. For this, we invest a lot of time in selecting our personnel. We also offer our colleagues numerous opportunities for individual training. Our goal is to fill management positions largely with people from our company and thus achieve our ambitious growth targets.

III.) Development opportunities for our employees

Our company stands for attractive career opportunities, diverse development prospects, and equal opportunities in an international environment. That is why we are continually working to achieve a corporate culture in which our employees contribute with mutual respect, courage, and service to ensure the success of our company.

IV.) A healthy working environment is important

We attach great importance to occupational health and safety. In carrying out our Eissmann Cup at varying locations, we always seek to create a space to nurture and promote mutual exchanges between our employees. We are only able to successfully shape the future of our company with the help of high-performing and motivated employees.

Source: Corporate Social Responsibility

Freedom of Association/Collective Bargaining / Vereinigungsfreiheit / Kollektivverhandlungen

We grant the right of our employees to join together for common purposes and objectives and to pursue them together (freedom of association and right of association). This is one of their fundamental rights. However, freedom of association also implies the right not to participate: Each employee has the right not to join or to withdraw from a group or association.

Source: Corporate Social Responsibility

Conduct of senior managers and employees / Verhalten von Führungskräften und Mitarbeitern

The combination of productivity and humanity is indispensable for a company's sustained success. The economic success of Eissmann is completely dependent on the efforts of our employees all around the world.

Source: Code of Conduct 3

Protection of assets / Vermögenswerte – Schutz

Eissmann requires its employees to protect the tangible and intangible assets of the company. These assets include property, vehicles, production equipment and inventory stocks, securities and cash; office equipment and supplies; information systems, software and patents, trademark rights and know-how. Violations of the law such as fraud, theft, embezzlement and money-laundering will result in criminal prosecution.

Machinery and equipment may only be used for work-related purposes unless private use is expressly permitted.

Source: Code of Conduct 3.3

Willingness to change / Veränderungsbereitschaft

We see necessary changes as opportunities and part of our daily business. We critically question ourselves and our processes, and are open to new directions and alternatives. In doing so we set priorities, and make them transparent.

Source: Eissmann Management guidelines B Chapter 4

Networking / Vernetzung

Every member of staff has the right and the duty to gather the information necessary for his or her job. We enable our staff, in compliance with the Code of Conduct, to participate in professional networks so that they can benefit from comprehensive information and expertise.

Source: Eissmann Management guidelines E Chapter 4

Role models / Vorbild

As managers, we represent the values of the company in particular ways. We are role models, and we live our lives with a positive attitude, as we expect our staff to live. This includes in particular loyalty, reliability, transparency and accessibility, as well as treating others and ourselves with respect. We assume responsibility, take timely decisions, and accept the consequences of our actions. We are objectively self-critical, and let ourselves be judged by the management guidelines. We motivate and conduct ourselves within a framework of well-balanced time management, leaving space for managerial tasks.

Source: Eissmann Management guidelines B Chapter 1

Appreciation / Würdigung

We give regular timely open, fair and constructive feedback on professional performance and personal behaviour. We recognise good work and appreciate success. The achievement of successful learning outcomes is positively emphasised, and we benefit from the associated motivating effect.

Source: Eissmann Management guidelines E Abschnitt 3

Development (source of inspiration) / **W**eiterentwicklung (Impulsgeber)

We promote development and encourage staff to look beyond the horizon. We familiarise them in a focused way with new demands, and encourage work in working groups and networks. We actively invite our staff to participate in the optimisation of internal procedures and to develop alternative solutions.

Source: *Eissmann Management guidelines C Chapter 4*

Collaboration with business partners / **Z**usammenarbeit mit Geschäftspartnern

At the core of all communication and all contractual relations with our business partners lie a high degree of professionalism, correctness, honesty, transparency (see chapter 3.4) and absolute integrity.

Source: *Code of Conduct 2*

Forced labor / **Z**wangsarbeit

We reject all forms of forced labor and child labor.

Source: *Code of Conduct 3.1 Chapter 3*

Set and agree clear objectives / **Z**iele setzen und vereinbaren

We regularly keep our staff informed about our overarching objectives, and clarify their individual contributions. Together we set achievable goals, have an annual target agreement, and monitor its implementation in a focused way at regular intervals.

Source: *Eissmann Management guidelines C Chapter 1*

Bad Urach, April 14th, 2021



Dr. Wolfgang Braun

CEO

Eissmann Group Automotive