

## Nachhaltigkeit

**The Gerg GmbH commits to the principles of a responsible and lawful conduct and requests its suppliers to likewise comply with the following principles and to pass these principles on to their supply chain. The following guideline constitutes the requirements to all suppliers regarding to business ethics, environment protection and conserving resources as well as human rights and social standards. It is based on the fundamental principles of an economical, ecological and social responsibility, which conform to applicable law and which are in line with international standards. We work passionately towards achieving our sustainability policy and goals in the areas of quality, environment, occupational health and safety, information security, data protection, and cybersecurity.**

### **Human rights and working conditions**

The social responsibility towards employees is of high relevance for the Gerg GmbH. This applies also to the suppliers and their sub-suppliers. Gerg requires its suppliers to respect the social standards and to ensure the commitment to the social responsibility in their entire supply chain.

The following principles are of utmost importance:

- Respect of human rights
- No harassment or discrimination, granting of equal opportunity and equal treatment
- Ban of slave trade, child labor and forced labor
- Respect of freedom of association and the right of collective bargaining
- Granting of freedom of assembly
- Wages irrespective of the difference of the gender in compliance with the national laws
- Compliance with the respective, country-specific legal requirements of working hours and paid vacations
- Compliance with the requirements of occupational safety and health protection referring to the standard of ISO 45001

### **Ban of discrimination**

We strictly refuse any kind of discrimination or any other devaluation of employees and contractual partners of our suppliers due to race, skin color, gender, religion, political views, national origin or social background. We emphasize that all forms of discrimination by our suppliers and their contractual partners will be refused and sanctioned.

### **Childrens rights**

We condemn child labor and respect childrens rights. We comply with the applicable laws and regulations regarding to the minimum age for the admission to employment or labor.

### **Women's rights**

We are committed to gender equality between women and men and will intensify our efforts to increase the proportion of women in the workforce as well as in leadership positions, taking full advantage of the potentials present in each industry and company.

### **Diversity, Equity, and Inclusion (DEI)**

At Gerg, we want to embrace diversity and believe in the benefits of a diverse company. This means that people with different backgrounds and perspectives work effectively together, and all employees contribute to our business success.

### **Plagiarism**

Plagiarism, once detected, will be legally pursued using all available means. The same applies if we come across plagiarized products from other manufacturers; they are to be promptly notified. All forms of plagiarism are harmful to free and fair competition.

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### Conserving environment and resources

The Gerg GmbH expects a sustainable, responsible and considerate utilization of resources and raw materials based on ISO 14001 from its suppliers and their sub-suppliers throughout the entire supply chain.

We want our suppliers to pay attention to an efficient use of energy and resources and the compliance with environmental standards relating to products and processes.

In our supply chain we expect air emissions and water quality to be controlled regularly and appropriately. If possible, emissions should be reduced or be kept to a minimum to improve local air quality.

In addition to the points mentioned above Gerg GmbH particularly cares about:

- reduction of energy and water consumption
- control and preservation of water quality
- Control of water consumption
- Reduction of air and noise emissions
- reduction of greenhouse gases
- suitable recycling and disposal concepts
- responsible management of chemicals

Gerg aims for a circular use of resources that reduces environmental impact. To achieve this, more renewable and recycled materials will be employed, and cycles will be closed.

### Decarbonization

To fulfill our significant environmental responsibility, we continually seek and discover new ways to reduce CO<sub>2</sub> emissions, pushing forward climate protection. Although M&F Gerg is already a benchmark for innovative CO<sub>2</sub> reduction for many clients, we consistently set new reduction targets. Gerg continues to strive for 100% climate neutrality.

Several self-generated energy projects using renewable sources such as hydropower, photovoltaic systems, wood gas, biogas, and plant oil are already in progress. By balancing 100% renewable energy, we are already carbon-neutral.

### Ban of corruption and bribery

Every kind of corruption must be omitted.

Suppliers are required to omit every kind of fraud or embezzlement, corruption, blackmail or bribery. The supplier is obligated to comply with all applicable laws and regulations.

### Freedom of association and collective negotiation

We acknowledge our employees' right to form associations and workers' representations and to join them. Furthermore GERG respects the right of employees as well as employers to form organisations that aim at promoting and protecting the interests of either employees or employers, to join said organisations and to freely elect their representants. Also, we support our employees and employers right to conduct collective negotiations regarding payment and labor conditions. Possible disadvantages of individual employees due to membership in associations are not allowed to happen. Lastly, GERG respects their employees' right to raise complaints without having to fear possible repercussions.

### Conflict of interest

Personal relations or employees' own personal motivations are not allowed to have a direct or indirect impact on Gerg's business operations. Therefore conflicts of interests are to be avoided. All employees are encouraged to report possible conflicts of interest to avoid possible legal consequences for themselves and disadvantages for Gerg.

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### **Competition / Cartel law**

Fair competition, cartel law and all further rules and regulations that support and protect competition have to be complied with. Companies have to respect fair competition and adhere to the prohibition of price fixing and other actions that inhibit the development of a free market.

### **Health and safety at work**

We commit ourselves to uphold all laws and regulations that concern work safety and the protection of the environment. We furthermore act in a responsible way according to a set of rules that exceeds legal requirements. Machines and facilities are planned, bought, operated and repaired in a way that minimizes possible risks and avoids disruption of production. Here newest state of the art technologies and developments are being used to help Gerg achieve aforementioned goals.

Our suppliers as employers must ensure safety and health protection at the workplace for their employees in accordance with applicable national regulations. Furthermore, they support a continuous development to improve the working environment.

### **Whistleblowing and protection from retaliation measures**

We expect from our suppliers that they protect their own employees from threats, harassment and other disadvantageous actions when filing a complaint. Also, they must ensure that a complaining employee's personal data and privacy is well protected. This includes protecting their privacy and anonymity throughout every phase of the ensuing process.

### **Data Security and Information Security**

The constant development of information technology raises new questions regarding informational self-determination in many different areas. That's why we at GERG hold data security in very high esteem. Together with our data security executive we are carefully looking to adhere to all the regulations of the DSGVO and by doing so allow ourselves to deal with our clients', employees' and business associates' personal data in a responsible manner.

Personal data will only then be levied, processed or used, if this is lawful or agreed to by the person concerned. The guiding principle of frugal storing of personal data and a maximum of transparency when it comes to data processing are what defines the consistent and appropriate data security level at GERG.

When working with suppliers, development-partners and other business associates the protection of sensitive information, know-how and confidential company secrets is of utmost importance. Special caution is necessary when transferring information via electronical networks. Therefore, we take care to train our employees in the responsible handling of sensitive information on a regular basis. In reliance to the sensitivity-level of information there is also the possibility to take additional security measures like non-disclosure-agreements or audits.

### **Publishment of information**

Our goal to further increase the publics', the employees' and the business associates' trust in GERG as a company we use factual information and communication.

### **Financial Responsibility**

As a part of the complex relations, through which our global economy is born and perpetuated, are we at GERG aware of our financial responsibility towards our employees, suppliers, customers and towards the state. The accordance with legal standards of proper bookkeeping and publishment of information is therefore selfexplanatory.

### **Intellectual Property**

Our innovations as well as the entirety of our intellectual property and experience lay the foundation for the success of GERG as a company. To be able to maintain the reputation and good name of GERG in the future, our innovations as well as our abilities have to be protected from counterfeit and theft in the best possible way. In the areas of engineering and design we therefore use a variety legal actions in the form of commercial protection rights designed to protect our intellectual property.

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### **Export control and economic sanctions**

Applicable laws regarding the im- and export of wares and services are strictly adhered to. The regard of sanction-lists is presumed.

### **Final regulation**

German law applies.