



GG GROUP SUSTAINABILITY POLICY

Rev. 03 / 10.05.2023

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1. VISION & MISSION & SUSTAINABILITY

Vision Statement



We at GG live our vision to enhance people's lives through energy and data transmission.

Relationships are about interaction and communication.



They are the basis of any process, whether human or technical in origin. Our vision is to constantly ensure reliable and seamless **energy** and **data transmission** and to provide technology that is indispensable for our everyday lives.



Passion is what drives us in order to create the best solutions for and in cooperation with our customers and partners, while continuously caring for our employees and act in the interest of our owners.



*GG is one of the leading providers for **data and energy cables and wires as well as harnesses** for the automotive and industrial sector – and therefore is an innovator that shapes the future of the world.*

1. VISION & MISSION & SUSTAINABILITY

Mission statement



Our mission is to ensure the interactions of the world for the people who live in it.



By providing wires and harness solutions for energy and data transmission, GG deals with one of the most precious commodities in our present and future:



Energy and information. GG is the linking piece that ties the world together.



Every day, millions of people come in contact with products innovated by us. We are the ones, that **facilitate communication**, enabling all forms of interchange and providing innovative solutions for energy and data transmissions in the automotive and industrial sector.



We turn technology into action, helping accelerate business and bring people together.

1. VISION & MISSION & SUSTAINABILITY

The cornerstones of our corporate policies especially are:



BUSINESS ETHICS



ENVIRONMENT



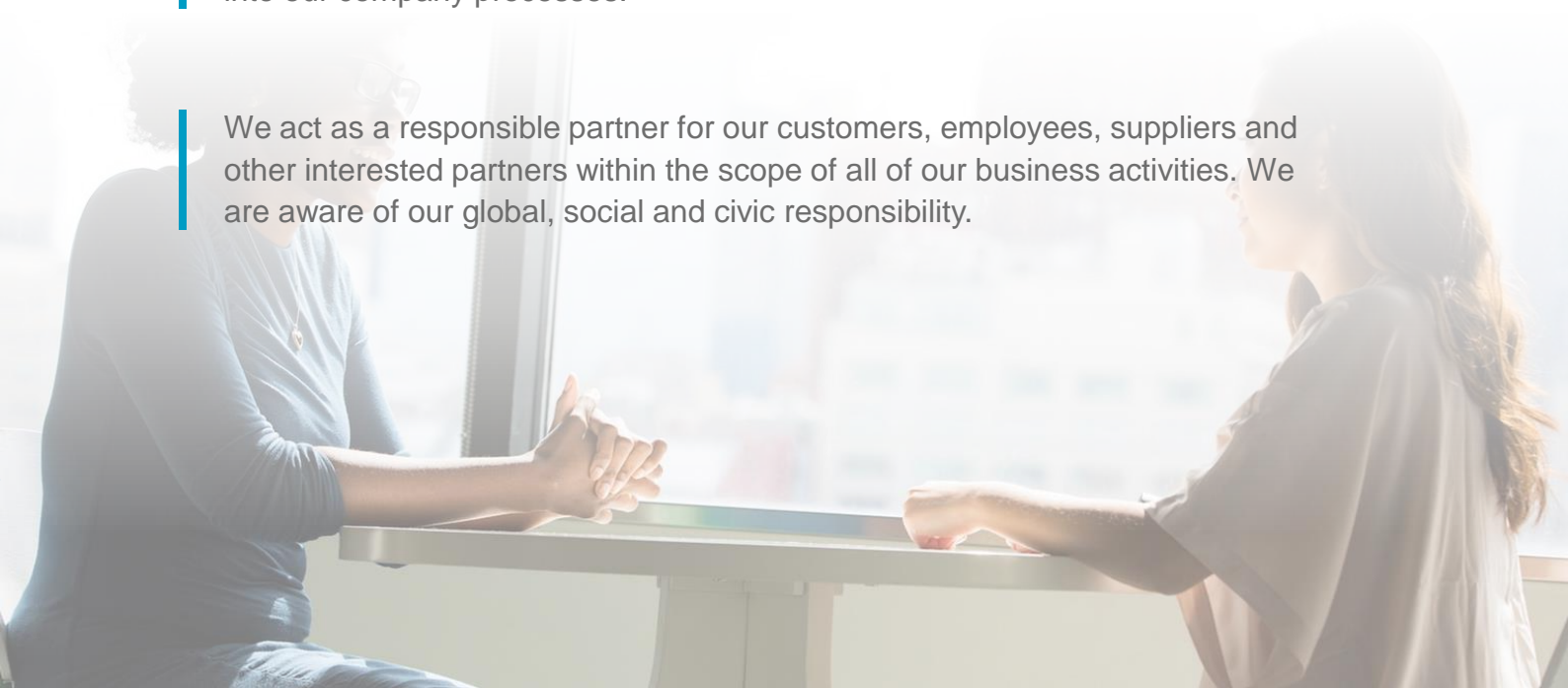
HUMAN RIGHTS AND WORKING CONDITIONS



LEGAL COMPLIANCE

In addition to these above-mentioned core stones, the quality is also considered as a commonplace for our customers / stakeholders and is built into our company processes.

We act as a responsible partner for our customers, employees, suppliers and other interested partners within the scope of all of our business activities. We are aware of our global, social and civic responsibility.



1. VISION & MISSION & SUSTAINABILITY

Mission statement

Sustainable business activities and development are part of our organization's core values, and our sustainability policy involves the following key areas:



BUSINESS ETHICS

- ✓ Responsible sourcing of materials
- ✓ Financial responsibility / accurate records
- ✓ Privacy
- ✓ Anti-corruption / bribery / acceptance of gifts
- ✓ Disclosure of information
- ✓ Anti-trust / fair competition
- ✓ Conflicts of interest
- ✓ Intellectual property
- ✓ Export controls and economic sanctions
- ✓ Protection of identity, whistleblowing and protection against retaliation
- ✓ Freedom of association, collective bargaining and political contribution



ENVIRONMENT

- ✓ Water quality and consumption
- ✓ Energy consumption and renewable energy
- ✓ Responsible sourcing of materials
- ✓ Air quality and greenhouse emissions / decarbonization
- ✓ Responsible chemical management
- ✓ Natural resource management & waste reduction & circularity
- ✓ Soil quality
- ✓ Noise emissions
- ✓ Biodiversity, land use & deforestation
- ✓ Energy efficiency

1. VISION & MISSION & SUSTAINABILITY

Mission statement



HUMAN RIGHTS AND WORKING CONDITIONS

- ✓ Child labor and young workers
- ✓ Forced labor, modern slavery and human trafficking
- ✓ Wages and benefits
- ✓ Diversity, equity and inclusion
- ✓ Use of private and security forces
- ✓ Non-discrimination and diversity
- ✓ Harassment
- ✓ Health and safety
- ✓ Working hours
- ✓ Ethical recruiting
- ✓ Rights of women, minorities and indigenous people



LEGAL COMPLIANCE

- ✓ Compliance with laws and other external and internal rules

As part of our company's mission, we follow the current international conventions, such as:

- UN Sustainable Development Goals
- UNGC Guiding Principles on Business & Human Rights
- UN Convention on the rights of the child
- UN Global Compact and Transparency International
- UN Environment Program
- Global Automotive Sustainability Practical Guidance
- Automotive Industry Guiding Principles to Enhance Sustainability Performance in the Supply Chain
- EU Charter of Fundamental Rights and International Labor Organization (ILO)



*The relevant supportive document regarding Sustainability is the **GG Sustainability report**. It has been drawn up in line with Global Reporting Initiative standard.*

2. RESPONSIBILITY



OUR DECISIONS ARE BASED ON TRANSPARENCY, HONESTY, RESPONSIBILITY AND FAIRNESS.

Our owners and our company management take responsibility for the global implementation of our sustainability principles and are committed to complying with them throughout the company.



Each of our employees, customers, suppliers and other interested partners at all our sites are asked to adhere to our sustainability guidelines. We provide regular compliance training to increase our employees' awareness of our principles, internal guidelines and rules.



New employees are obligated to participate in this training as part of the integration process. We encourage our employees to assume personal responsibility so that our conduct is aligned with our principles and guidelines.



*Each reported infringement is **investigated objectively and treated according to our guidelines** and the **legal regulations**. We make sure that no one who reports infringements is subjected to any disadvantages.*

3. CODE OF CONDUCT



GG GROUP IS COMMITTED
TO CONDUCT BUSINESS
FAIRLY AND HONESTLY.

The purpose of our Code of Conduct is to perform the business of the GG group in accordance with all applicable laws, rules, regulations, procedures and with the highest standard of ethics and values. The content mentioned in this Code of Conduct is the utmost importance to the owners, GG group employees and other stakeholders.



Our Code of Conduct is valid to all Employees of GG globally and is in accordance with our GG Sustainability Policy. We expect all our Employees to act in accordance with the highest standards of personal and professional integrity, ethical conduct, and honesty. GG group is committed to conduct business fairly and honestly.

The main guideline is: “Ask first, act later”

- » *If you are unsure of what to do in any situation, always seek guidance from your superior or other appropriate personnel.*
- » *Our Code of conduct also specifies the process in case of violations of these regulations.*

4. ENVIRONMENT



Our strong aim is to minimize our environmental impact.



We ...

... are committed to actively applying all measures available to us to operate considerately in terms of environment, energy and climate at our production sites.

... follow to this end the principles of "Resource Efficiency" and "Clean Production" as defined in the UN program for the environment.

... work to minimize the environmental footprint created by the use of natural resources, our emissions and waste. Additionally, we support innovation in the area of clean production.

... are committed to promoting environmental responsibility among our employees, suppliers, business partners, customers and local communities. Responsibility for environmental protection relates to all members of GG Group.

... use resources in a responsible and efficient manner in order to protect our environment for the long term. In the areas of design, development, production and in all other activities, we minimize the environmental impact. We strive to reduce overall environmental footprint of production, goods and services throughout their life cycle.

... have already implemented certified Environmental management system (ISO 14001) at our production sites. We improve the management systems continuously in order to enhance environmental and energy performance.

4. ENVIRONMENT

Key pillars of our environmental policy



Water quality and consumption



Energy consumption and renewable energy



Responsible sourcing of materials



Air quality and greenhouse emissions / decarbonization



Natural resource management & waste reduction & circularity



Responsible chemical management



Soil quality



Noise emissions



Biodiversity, land use and deforestation



Fulfilment of compliance obligations, legal requirements and other requirements



Energy efficiency

5. HUMAN RIGHTS AND WORKING CONDITIONS

Gebauer & Griller respects and supports international human rights. We are committed to complying with the UN Human Rights Convention. We strictly reject any form of modern slavery or human trafficking as well as child labor.

In all countries where we operate, we follow the local laws and regulations. In places where the local regulations are in conflict with our sustainability guidelines, we will make every effort to increase human rights awareness, and set a good example with our business activities.

IN CONSIDERATION OF OUR EMPLOYEES, WE ARE COMMITTED TO MEETING THE FOLLOWING MINIMUM STANDARDS IN OUR COOPERATIVE LABOR RELATIONS:

We ...

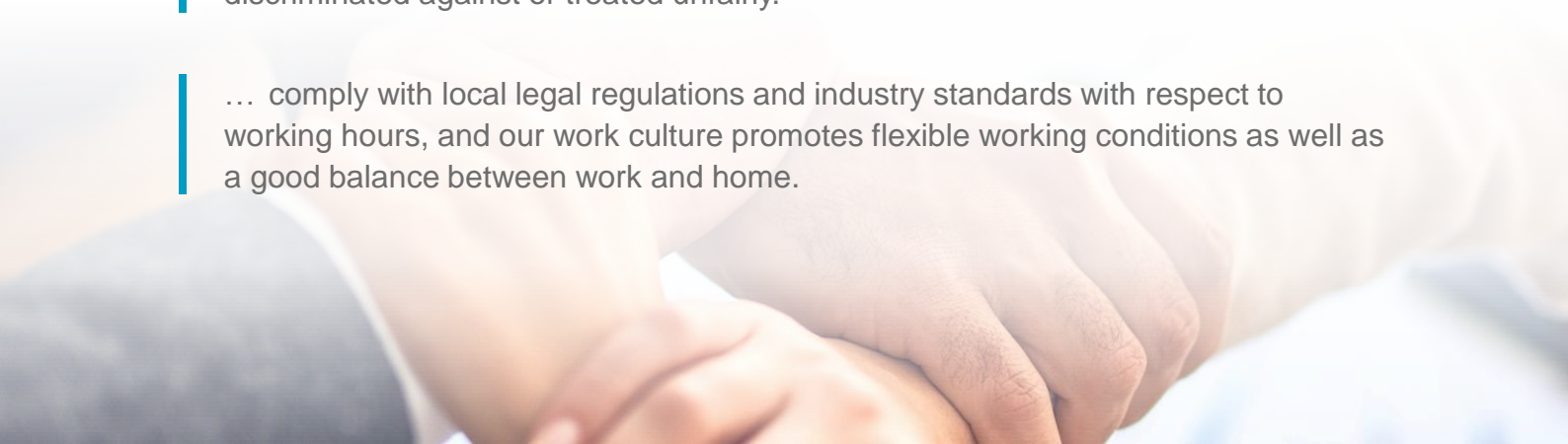
... respect the needs of employee groups who are in particular need of protection.

... provide a safe working environment.

... pay fair wages and salaries and adhere to local legal and social regulations with respect to the payment of minimum wages and salaries.

... respect our employees' right to organize collective employee representations and to be collectively represented by these to negotiate working conditions. We make sure that employees who are members of such institutions will not be discriminated against or treated unfairly.

... comply with local legal regulations and industry standards with respect to working hours, and our work culture promotes flexible working conditions as well as a good balance between work and home.



5. HUMAN RIGHTS AND WORKING CONDITIONS



AT ALL OF OUR LOCATIONS,
OUR COMPANY SUPPORTS
**THE DIVERSITY OF OUR
EMPLOYEES.**

We are dedicated to the equal treatment of our employees regardless of nationality, ethnic or social origin, sexual orientation, religion, gender, race or political opinion. We prohibit any form of discrimination or threat.



The life, safety and health of each of our employees constitute our top priority in the organization of our business relations.



We are committed to providing a safe workplace for our employees. By means of effective safety and health management, a corresponding leadership culture and careful preventive measures, we aspire to reach our goal of "zero accident / harm" in the company.



*The management is committed to provide safe and healthy working conditions for the **prevention of work-related injury and ill health** (ZERO accidents philosophy) & to **protect the environment**, including **prevention of pollution**.*



*We strive for continual improvement of **H&S / HSE management system**.*

5. HUMAN RIGHTS AND WORKING CONDITIONS

Key pillars of our occupational health & safety policy



Employees



Processes



Management



Organization



Fire protection



Machine safety



Personal protective equipment



Emergency preparedness and response



Accident & incident investigation and management, injury prevention



Risk assessment, hazards elimination, oh&s, workplace ergonomics and risks reduction



Handling of chemicals and / or biological substances



Consultation and participation of workers



Fulfilment of compliance obligations, legal requirements and other requirements



*We make sure that our employees are **properly trained on Health & Safety area.***

6. FINAL PROVISION



This sustainability policy becomes effective with the date of system release. The contents are communicated throughout the entire company.



Gebauer & Griller Kabelwerke GmbH
gg-group.com