

Code of Conduct

**SKT Schwarzwälder Kugel- & Rollentechnik
GmbH & Co.KG**



We, **SKT Schwarzwälder Kugel- & Rollentechnik GmbH & Co. KG**, take our corporate and social responsibility seriously. We are convinced that our company's sustainable economic success is founded on binding values and clear guidelines.

For this reason, we expect responsible conduct both within our company and throughout our entire supply chain. This applies to all employees, customers, suppliers, and service providers. Our business partners commit to upholding the following principles and promoting their implementation. In this regard, our managers play a special role as role models.

This Code of Conduct sets out our company's principles regarding legal, ethical, and social conduct, in alignment with **ESG (Environmental, Social, Governance) principles** and the United Nations **Sustainable Development Goals** (SDGs).

Its aim is to prevent corruption, discrimination, and other forms of inappropriate behavior, while fostering respectful, responsible, and environmentally conscious conduct. All parties involved are expected to act in accordance with this Code—regardless of their cultural background, personal circumstances, or individual values.

In doing so, the Code establishes a shared foundation for collaboration based on trust, fairness, and sustainability across the entire value and supply chain.

PRODUCTS & QUALITY

- We ensure the high and consistent quality of our products and services, thus satisfying our customers' needs.
- We continuously strive for innovation and improvement.
- We constantly examine potential cost savings.

LAWS & HUMAN RIGHTS

- We comply with the laws applicable to us, including any export and import restrictions.
- We explicitly respect human rights and support their enforcement.

DISCRIMINATION & ETHICS

- We oppose all forms of discrimination, particularly based on nationality, origin, ideology, sexual orientation, religion, gender, age, or disability.
- Ethical principles are of the utmost importance to us.
- We expect respectful conduct towards all employees and partners.

WORKING CONDITIONS

- We reject any form of forced or child labor and are committed to fair and safe working conditions.
- Fair salaries are part of our corporate philosophy.
- We support equal opportunities. Our employees should be able to develop according to their skills and qualifications.
- We ensure that working conditions at least meet legal requirements.
- Occupational safety, health, and physical integrity play a central role.

EDUCATION AND TRAINING

- We encourage and actively promote the further training of our employees.
- Continuous training for our employees is planned and implemented.

CONFIDENTIALITY, DATA PROTECTION, AND DATA SECURITY

- We respect the protection of our own trade and business secrets, as well as those of our customers, suppliers, and business partners.
- We adhere to applicable data protection laws and the IT policies and standards applicable within our company.
- We regularly back up our work results in a manner that ensures they remain usable for the company.
- We continuously review the structure and effectiveness of our IT security and implement improvements.

ECOLOGICAL ACTION

- We use natural resources carefully, pay attention to environmental protection, and comply with legal regulations on environmental and nature conservation.
- We strive to reduce CO₂ - emissions, waste, and our water consumption.
- We dispose of generated waste in accordance with legal regulations.

ANTI-CORRUPTION & COMPETITION

- We support fair competition and oppose all forms of corruption and bribery.
- We make our decisions based on objective and merit-based criteria, and not based on our own benefit or that of a close relative.