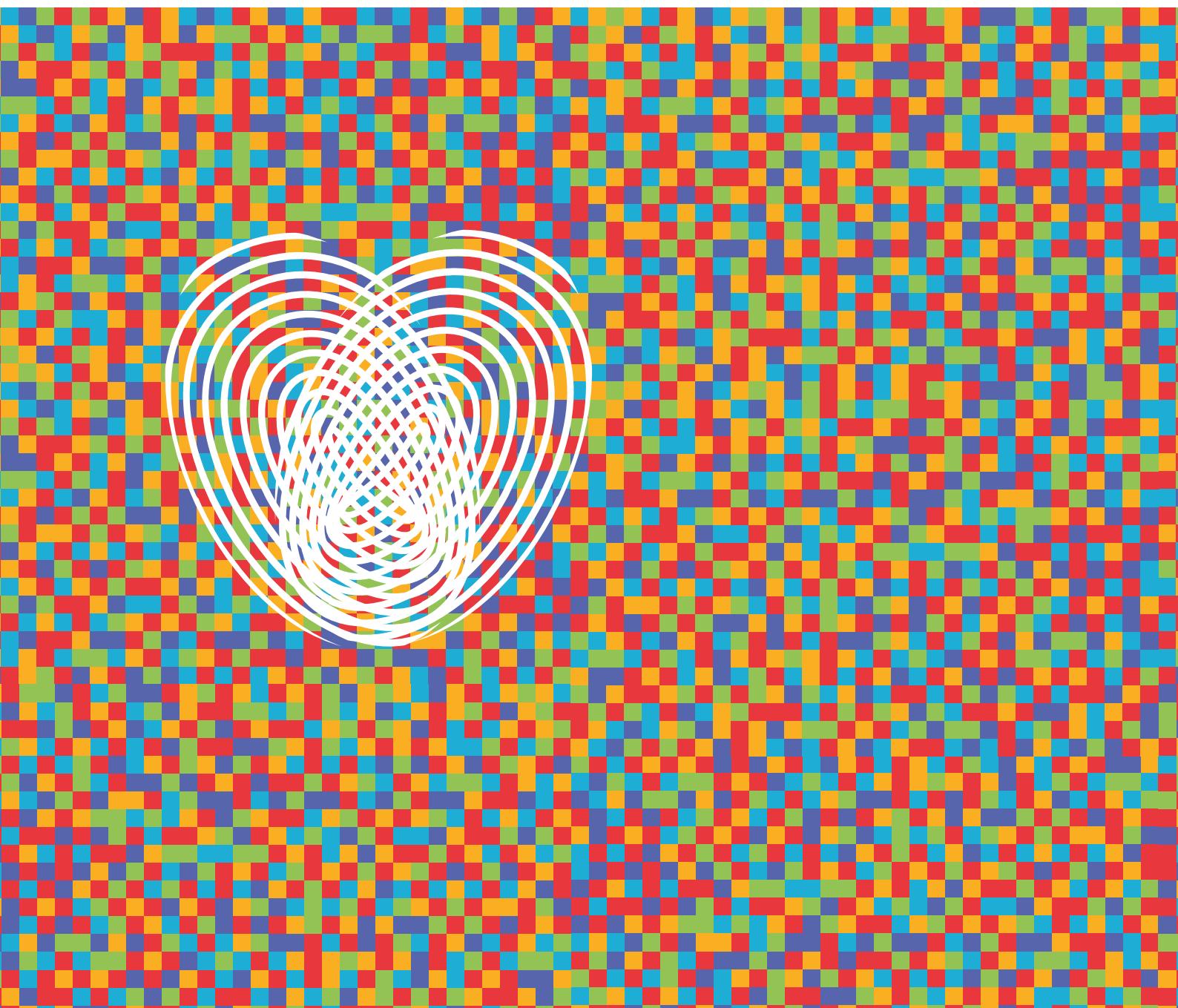


## Human Rights and Sustainability



# Preface

This is the Grenzebach Group declaration of principles, declared on behalf of Grenzebach Maschinenbau GmbH as the parent company including all of its affiliated companies ("Grenzebach Group") in accordance with the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz, LkSG).

Grenzebach Group commits to ecologically and socially responsible corporate management in accordance with this declaration of principles. This declaration of principles defines binding values, beliefs, guidelines and measures that serve not only as pointers but are actively practiced in our group. These defined principles and values are binding for our employees across all locations and business units worldwide. We expect the same conduct from all of our suppliers. Suppliers include all suppliers and service providers in our supply chains, irrespective of whether we have concluded contracts with them or not.

At Grenzebach, responsibility and sustainability have been and continue to be the work of many hands—for generations. As a family-controlled company, we are financially independent and actively shape our future and the world of tomorrow. This is our mission. In this, we include our stakeholders—customers, employees, suppliers, and society on the whole—in the shared, sustainable creation of value. We boost our customers' productivity with our expertise in automation and technical education and guide them into an efficient and secure future. This is how we make room for the sustainable development of the economy, the environment and society.

In doing so, we follow the international principles of the [UN Global Compact](#) (Focus SDG 4, 8, 12 and 13).



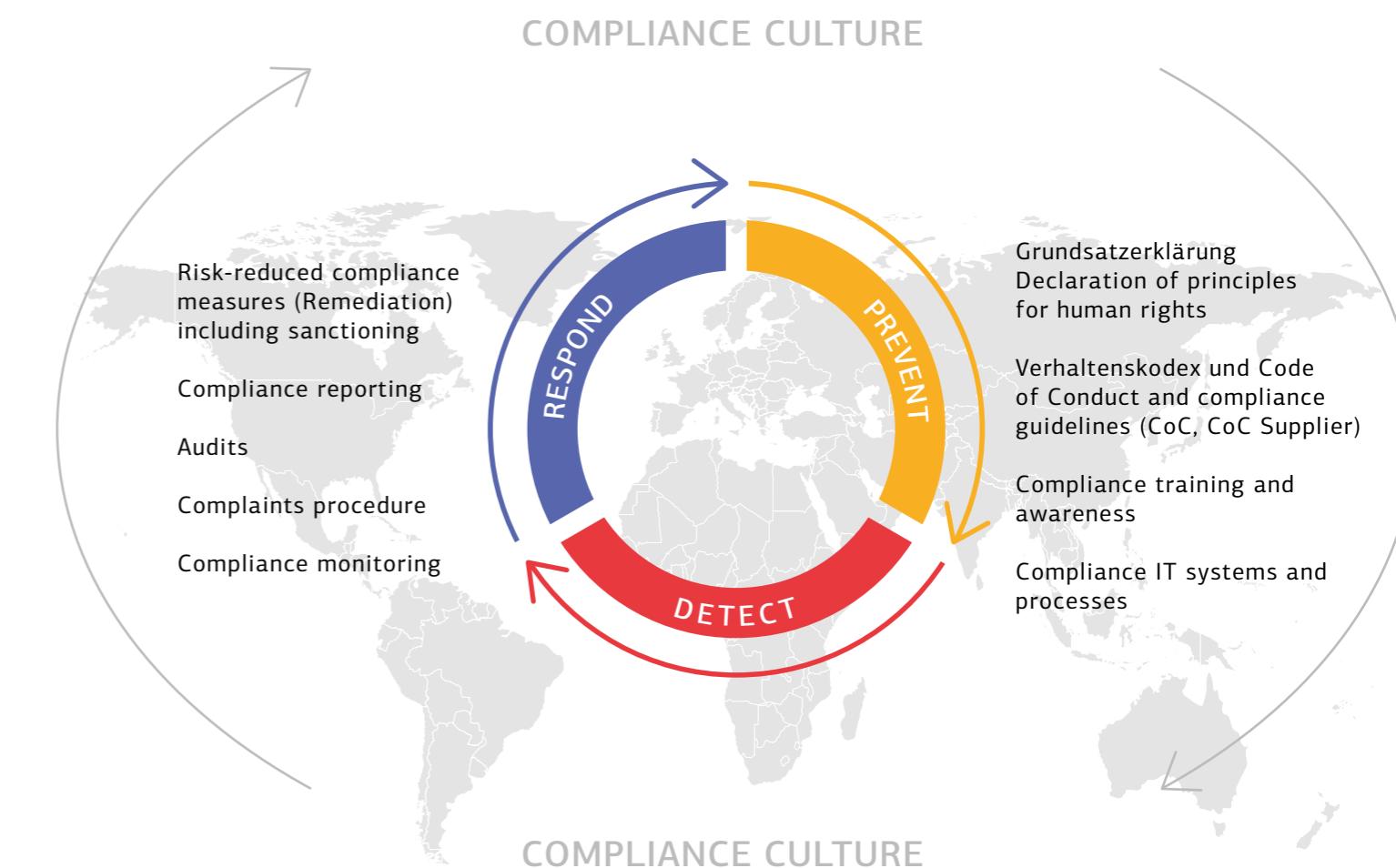
This declaration of principles regarding human rights and sustainability is supplementary to the Grenzebach Group Code of Conduct, which is the basis and benchmark for all guidelines and regulations that safeguard the responsible and ethical conduct of Grenzebach Group.

We strive to continuously optimize our corporate activities and services to achieve greater sustainability.

Asbach-Bäumenheim, Hamlar, November 10, 2025



Dr. Steven Althaus  
CEO of Grenzebach Group  
and Managing Director of Grenzebach Maschinenbau GmbH



# Basic Human Rights



## CORPORATE CULTURE AND EMPLOYEES

Grenzebach Group is defined by its unique corporate culture. Our employees are our most valuable asset and enjoy our utmost appreciation. They are our core and our driving force and without them, Grenzebach Group would not be what it is. We care deeply about their safety and well-being, which we assign the highest priority.

Occupational safety, sustainable health management and a comfortable, supportive, inclusive work environment are key components of our culture. While there is great diversity in how we as people engage in our shared work at Grenzebach Group, we are straightforward and consistent in the way we treat one another and act within our corporate culture in accordance with our "Be Grenzebach" values: quality-conscious, responsible, appreciative, sustainable, and reliable. Our integrity, our ethical conduct, as well as our corporate culture cultivate trust and strengthen us as a corporate group with a global reach.

## WE OFFER FAIR WORKING CONDITIONS AND BROAD POSSIBILITIES FOR DEVELOPMENT

Each employee plays an essential role in the success of Grenzebach Group. We believe that a sustainable work environment and positive atmosphere are the cornerstones of mutually supportive cooperation, good job satisfaction and efficiency among all our employees. For this reason, we place particular emphasis on the individual, personal and professional development of our employees and the associated sustainable working conditions.

## WE VALUE DIVERSITY AND FOSTER INCLUSION

Our strength is rooted in our employees' individuality and diversity, which drive our global corporate group forward. We live an open culture of inclusion and acceptance and promote opportunities for diverse development, gaining of experience and interactions in order to obtain different insights, mindsets and competencies. This is the opportunity we see in the diversity of our employees, because people are diverse. They are distinguished by a wide variety of competencies, skills, backgrounds, ideas and mindsets that can influence a company in many different ways and contribute to its success.

The **well-being** of our employees is as important to us as a positive **working environment** without discrimination. We value **diversity** and respect the dignity of our fellow people. We provide the highest possible level of **occupational health and safety** on our sites.

## WE OFFER EQUAL OPPORTUNITIES

Grenzebach Group promotes equal opportunities for all employees and applicants, regardless of their gender, age, origin, skin color, religion, culture, physical and/ or mental impairment or other characteristics. Our assessments at all levels are objective and close to the action and ensure adequate training and professional development. We value the diversity of all people. Our decisions in matters of professional development are objective and based on the skills and performance of each individual employee.

## ZERO TOLERANCE FOR DISCRIMINATION

We place great importance on respectful, trusting and open interactions at work. Any kind of behavior that could violate the dignity of the individual or that is discriminatory, harassing, or offensive will not be tolerated at Grenzebach Group.

## WE ENSURE SAFETY AT WORK

The occupational safety and health provisions and protective measures for all employees and all jobs at Grenzebach Group are subject to strict safety regulations. At all our locations, we comply with legal requirements such as national occupational health and safety laws and fire safety laws and observe the required and common recommendations in the industry. In addition, we document our procedures and processes.

Grenzebach Group promotes and expects safe and ergonomic workstations as well as secure work areas at all of our locations. Beyond reducing the risk of accidents, this also ensures smooth operations and the trust of our employees and customers.

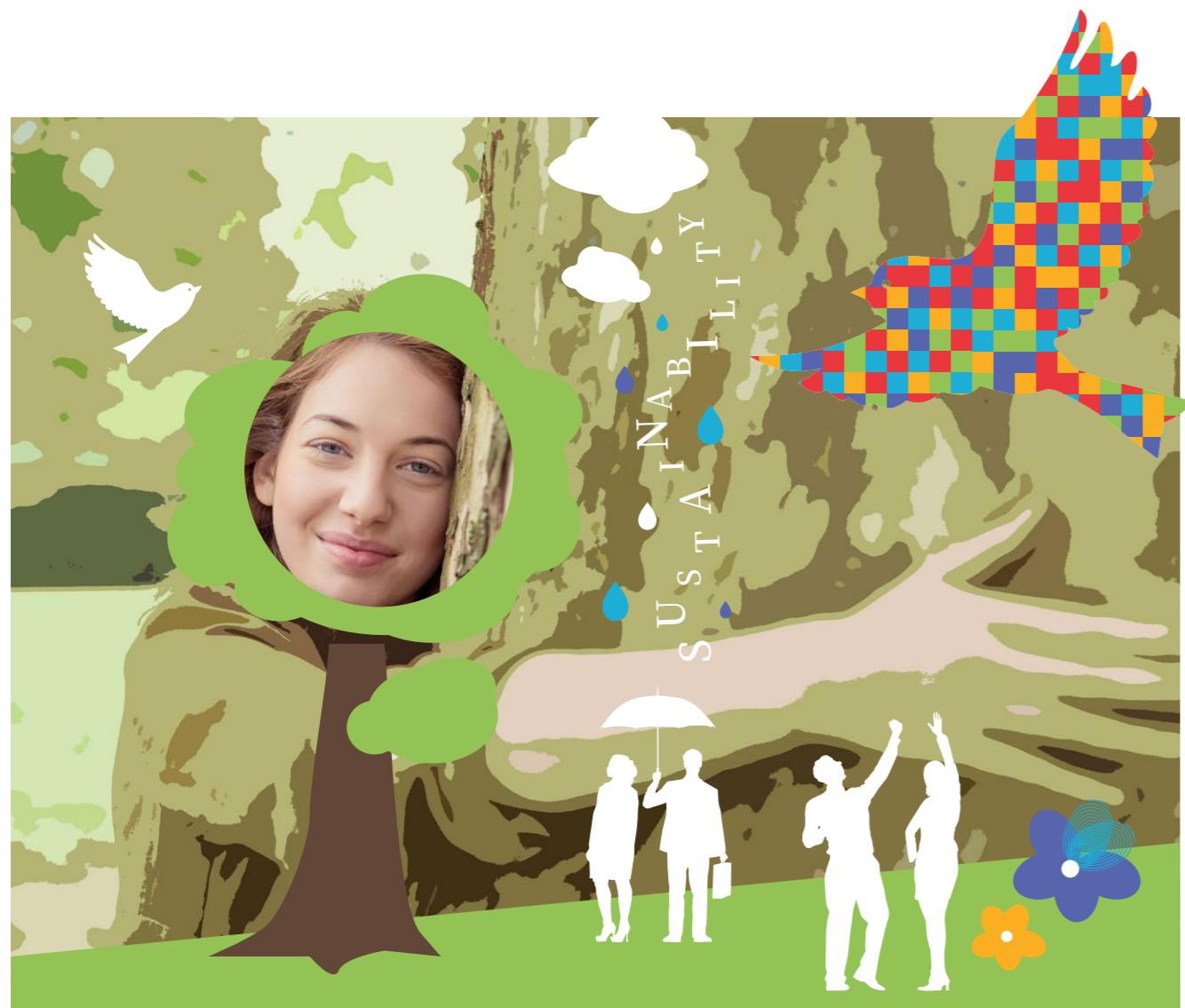
## WE PROMOTE CORPORATE HEALTH MANAGEMENT

Grenzebach Group creates and promotes programs and offerings for employee health and health management and also offers additional occupational medical check-ups through in-house medical services.

## WE RESPECT THE FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING

We recognize the right of all employees to form and join labor unions and employee representative bodies as governed by local laws and circumstances. Where such rights are limited by local law, alternative means of employee representation in compliance with the law shall be encouraged. We respect the right to collective bargaining within the framework of the applicable laws. Employees who serve as employee representatives will not be disadvantaged or advantaged in any way.

# Sustainability and Social Integrity



Sustainability is an integral part of our Grenzebach DNA. Our business success goes hand in hand with environmental thinking and social action. Inventiveness and the responsible use of environmentally friendly and energy-saving resources characterize our business activities. For years, we have been creating stand-out production and automation solutions that are both economical and ecological, supporting our customers' desire for greater sustainability.

We actively integrate sustainability and cost-effectiveness in our business activities. Our striving for business success is interwoven with our awareness of environmental and social responsibility. We use our freedom responsibly—in line with our values, with society and with the available resources. Our approach to technological progress is based on sustainability from the very beginning, and we have been actively involved in social issues for decades.

## WE FOSTER A RESPECTFUL ATTITUDE TOWARDS OUR ENVIRONMENT

Grenzebach Group is deeply invested in protecting the environment and reducing environmental risks. A respectful attitude towards the environment and natural resources contributes to the long-term success of both our corporate group and society as a whole. We take care to use the necessary resources carefully, sparingly and sustainably. We evolve processes, products, and solutions in order to save more resources and achieve greater eco-friendliness. We comply with national and international laws and standards for environmental and climate protection and have set ourselves the goal of further reducing our impact on the environment by implementing innovative solutions and continuously improving environmental protection in all companies and business units.

Sustainable thought and action are reflected in our processes and products and show that we are always thinking one step ahead: we seek to improve the impact of our corporate group on the environment worldwide, and to keep it as small as possible at the same time.

We are committed to responsible interactions with all **people** and our **environment**. We hold human rights to be self-evident; we promote **sustainability** and support social projects.

## WE PAY ATTENTION TO SUSTAINABILITY IN OUR SUPPLY CHAINS

We assess and implement improvements to the sustainability of our supply chains along our entire value creation chain with the goal of enhancing the climate-friendliness of each individual product and of the corporate group as a whole. From manufacturing to resource procurement, including the prevention and use of conflict materials, to transport routes, disposal and renewable power supplies, to facilities engineering and beyond, Grenzebach Group has already implemented efficient and environmentally friendly measures. And we are already thinking further ahead: the guidelines have been implemented and are evolved continuously for even greater sustainability.

## WE RESPECT AND PROTECT HUMAN RIGHTS AND FAIR WORKING CONDITIONS

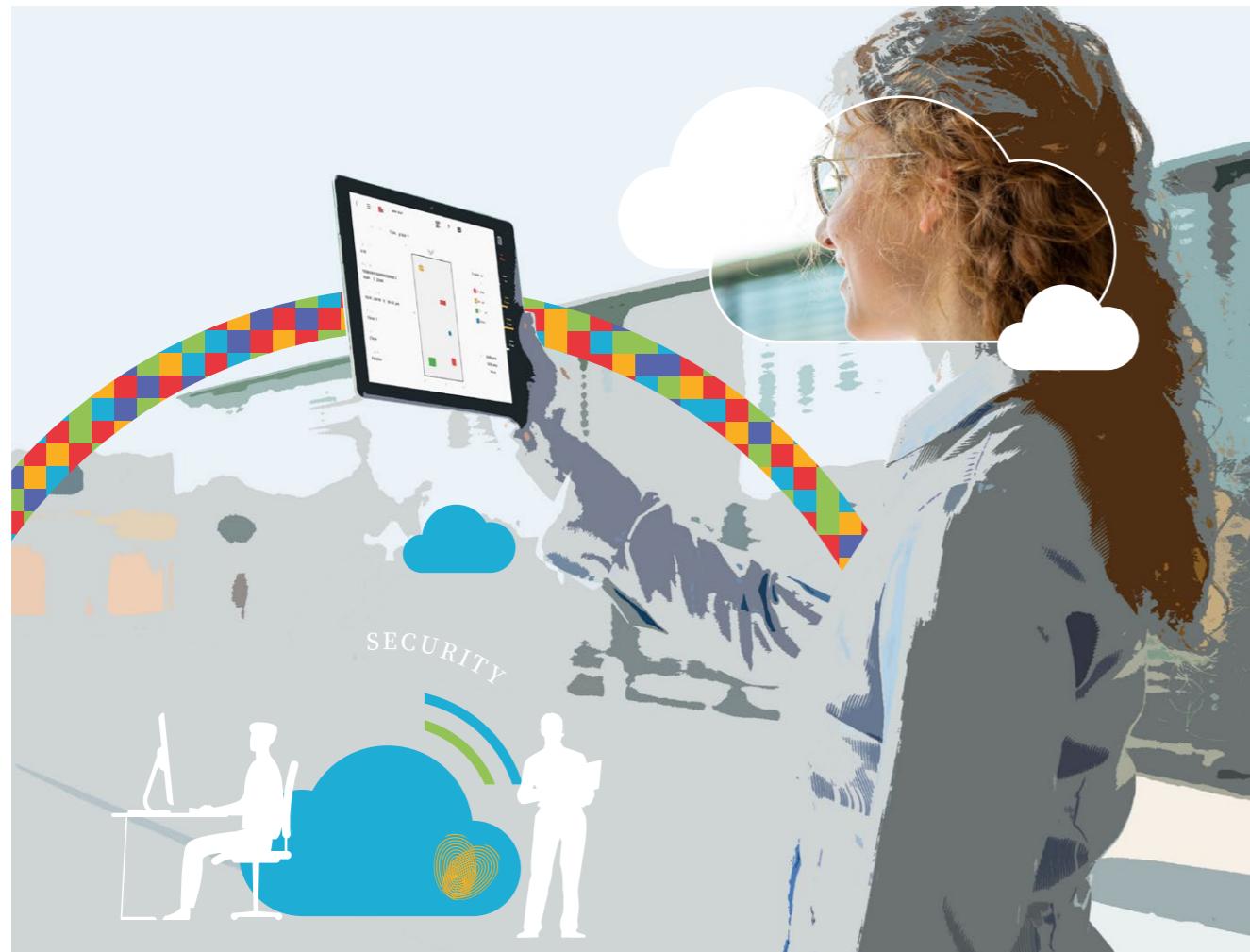
Grenzebach Group feels a shared responsibility for the implementation of human rights. In all business units and affiliated companies, we pay strict attention to the observance and protection of human rights. We respect and recognize the guidelines and principles for the protection of international human rights and do not

tolerate any human rights violations, whether directly or indirectly. In particular, we do not engage in or tolerate forced labor, child labor or compulsory labor and reject all forms of (modern) slavery, debt bondage, involuntary prison labor, and human trafficking. Grenzebach Group is committed to fair working conditions and remuneration at all times.

## WE ARE COMMITTED TO THE COMMUNITY

As a global corporate group, Grenzebach is ready to fulfill its societal responsibility. We practice our social involvement in a number of ways, be it through our support for external social projects and organizations or for in-house initiatives and events. We accept societal and social responsibility in the regions where our branches are located.

# Date Protection and Information Security



Grenzebach Group treats all data and information confidentially. For us, compliance with data protection regulations demonstrates and underpins our honest and fair conduct vis-a-vis our employees and business partners.

We guarantee compliance with coherent data protection regulations within Grenzebach Group and all its business relationships and interactions. For this purpose, we have standards, procedures and regulations for the correct processing of operational, financial, technical and personal data, which every employee, partner and supplier must be familiar with. All parties interacting within and with Grenzebach Group are obligated to comply with the statutory data protection regulations regarding personal data, to protect company information and treat it confidentially. To ensure the confidentiality, availability and integrity of information within Grenzebach Group, we use an information security management system.

## WE PROTECT CONFIDENTIAL INFORMATION

All Grenzebach Group corporate and employee information is protected and treated confidentially. This applies to internal confidential information as well as to information disclosed to Grenzebach Group by third parties (customers, partners, suppliers,...). When processing personal data, data subjects are informed about the collection, processing and use of their data. The clear and legitimate intended purpose must be communicated before the data are collected. We implement technical and organizational measures to maintain and protect the confidentiality, integrity and availability of data; apply parsimony to the storage of personal data; and ensure transparency during data collection.

We act **responsibly** in our treatment of confidential data and information. We **protect** all data concerning our employees, customers and suppliers and treat it **confidentiality** at all times.

## WE ADHERE TO THE PRINCIPLES OF DATA PROTECTION REGULATIONS

The protection of all corporate and personal data, either of employees or business partners, has top priority in our corporate group. All Grenzebach Group employees are obligated to respect the principles of data protection during their daily work and to treat information carefully and responsibly. The processing of personal data is performed in accordance with the applicable data protection regulations.

## WE TAKE RESPONSIBILITY FOR PROTECTING THE RIGHTS AND DATA OF DATA SUBJECTS

Personal data are collected such that they are accurate, complete and up to date. Information that is no longer required for the defined purpose of its collection is deleted in compliance with existing legal requirements. We strictly avoid collecting any additional information that is not required to fulfill the purpose. In-house processes and checks ensure the best possible treatment and protection of all confidential data. We consider internal and external transparency as well as correct, safe and truthful communication as fundamental in this regard.

## WE PERFORM DUE DILIGENCE

In order to ensure adherence to the principles and expectations described in this statement, we perform a broad range of due diligence measures both in-house and vis-a-vis our suppliers. For this purpose, we have established an IT-supported risk management system that allows us to identify, assess, prevent and/or eliminate or mitigate any human-rights-related and environmental risks that have been (partially) caused by our business activities as well as violations of our relevant duties committed by us or within our supply chains.

We perform a regular annual risk analysis as well as occasional risk analyses as may be required by specific circumstances. In the framework of our risk analyses, we have identified human rights (child labor, forced labor and slavery) and our highest-priority risks. These analyses are used as basis for defining and implementing preventive measures. In this manner, we enshrine our expectations for human-rights-compliant and environmentally sound conduct, for example in the form of contracts, and promote them through continuous training. This ensures that our employees as well as our suppliers' employees are fully aware of their own responsibility with regard to human rights and the environment and its day-to-day implementation.

If we identify violations of environmental or human rights obligations, our management team discusses and initiates suitable and adequate corrective measures. All due diligence measures are subject to regular monitoring by the responsible entities within Grenzebach Group.

## COMPLAINTS HANDLING PROCEDURE

We encourage our employees, as well our suppliers' employees or third-party employees, to notify us of any identified or suspected violations of this declaration of principles or of any other human-rights-related or environmental risks or violations of relevant duties that were caused by our business activities or the business activities of a supplier. Anyone wishing to report an issue can choose between a number of communication channels. You can report potential violations of our declarations via our [whistleblower system](#), using the [email address \*\*compliance@grenzebach.com\*\*](mailto:compliance@grenzebach.com) set up specifically for this purpose, or by [mail \(GrenzebachMaschinenbauGmbH, Compliance, Albanusstr.1, 86663 Asbach-Bäumenheim, Germany\)](#). All doubts or information will, naturally, be treated confidentially.

Grenzebach employees also have the option of contacting their local management, the relevant human resources departments, or the compliance hotline.

Anyone who reports an issue in good faith will be protected at Grenzebach. We do not tolerate any discrimination or retaliation against whistleblowers. Reporting an issue must not have any negative consequences for the person reporting it—either now or in the future.

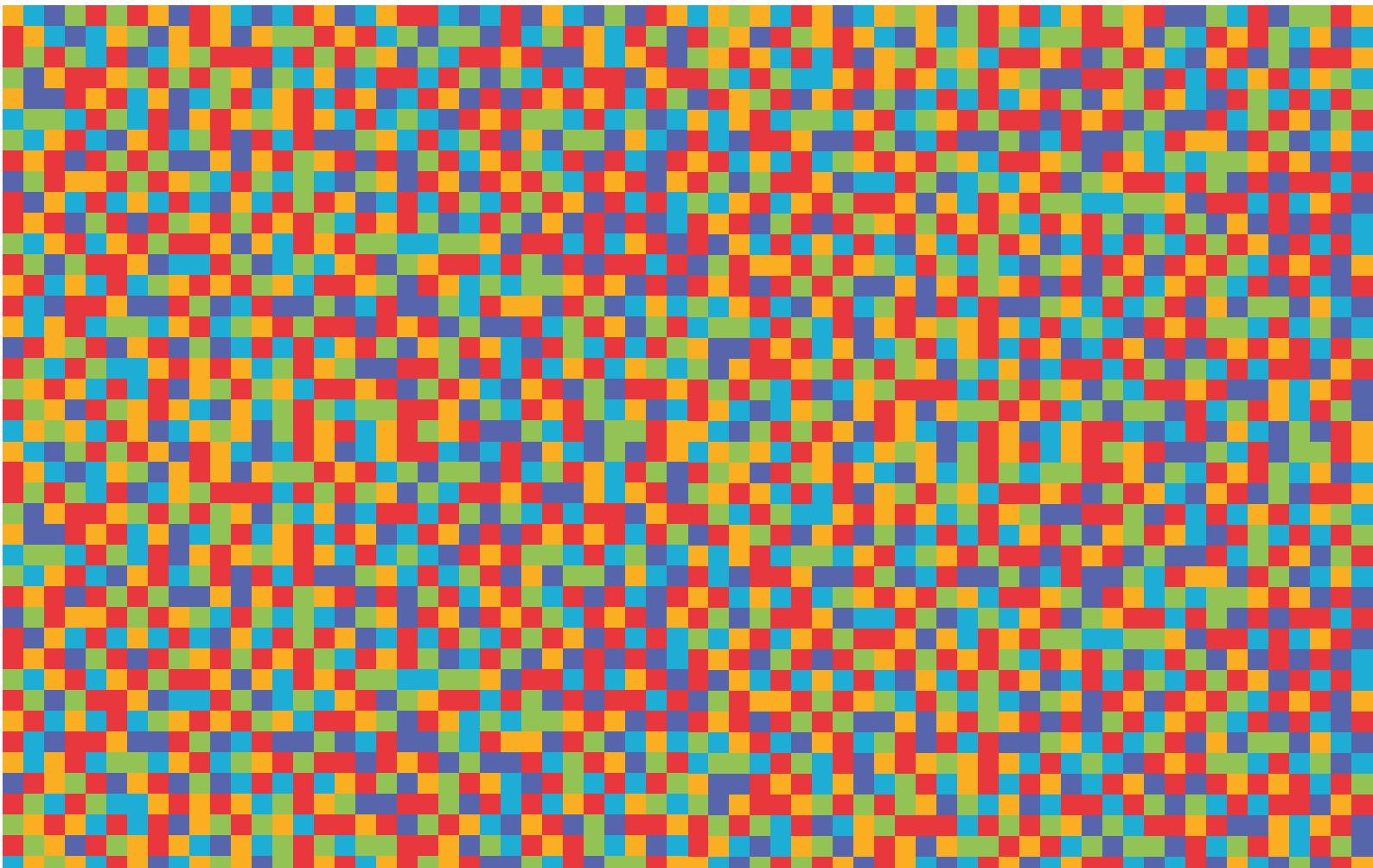
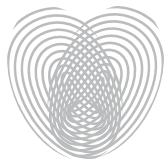
## REPORTING

Grenzebach Group publishes regular reports about statutory requirements and voluntary commitments with regard to human rights and associated environmental rights on its website.

## FURTHER INFORMATION / ANNEX

- » [Code of Conduct](#)
- » [Data Protection Regulation](#)
- » [Grenzebach-DNA](#)
- » If you have any questions regarding the declaration of principles on human rights, please do not hesitate to contact our human rights officer [ralf.jaeger@grenzebach.com](mailto:ralf.jaeger@grenzebach.com)

<sup>\*</sup>In the text—for reasons of simpler language and without any intention of discrimination—only the form of the generic masculine is used.



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Version 11|2025

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