**Code of Conduct (CoC)**

**Principles of Corporate Responsibility**

**Date: 31. July 2025**

**Preamble**

The family company Rolf Windhösel GmbH + Co. KG is committed to its social and corporate responsibility. Lawful, sustainable, and fair business practices are an integral part of our corporate culture.

The following principles are binding both internally and for our business partners and supply chain.

**Human Rights and Legal Compliance**

We respect fundamental human rights, comply with all applicable laws, and promote diversity and inclusion in the workplace. Any form of discrimination is strictly rejected.

**Child Labor & Fair Working Conditions**

We condemn child labour and comply with statutory minimum age requirements for employment. Wages, social benefits, and working hours meet or exceed the legal requirements at the respective place of operation.

**Occupational Health & Safety**

The safety and health of our employees are of utmost priority. We protect them against workplace hazards, provide regular training, and promote preventive health measures.

**Anti-Corruption & Integrity**

We strictly reject any form of corruption, bribery, or undue advantage. Business decisions are based solely on objective criteria.

**Environmental Protection & Sustainability**

We design our products and processes to as resource-efficient as possible, give preference to suppliers with certified environmental management systems, and actively pursue our climate targets – with the commitment to achieving climate neutrality by 2045 at the latest.

**Community Engagement**

We contribute to our local community by supporting social initiatives and associations and by providing internships and holiday jobs for young people.

**Expectations of Business Partners**

We expect our business partners to comply with the requirements outlined in this Code and to ensure that these standards are upheld throughout their supply chains.

Managing Director

Dipl. Ing. (FH) Ralf Windhösel