



Sustainability guideline

for suppliers of TOX® PRESSOTECHNIK



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SUSTAINABILITY GUIDELINE

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Preamble

TOX® PRESSOTECHNIK is committed to ecologically and socially responsible corporate management. We expect the same behavior from all our suppliers. We also expect our employees to observe the principles of ecological, social and ethical behavior and to integrate them into our corporate culture. We also strive to continuously optimize our business activities and our products in terms of sustainability and ask our suppliers to contribute to this in the sense of a holistic approach.

For future cooperation, we agree with our suppliers that the following regulations shall apply. This agreement forms the basis for all future deliveries. Suppliers are required to comply with the principles and requirements of the Sustainability Policy and to endeavor to encourage their subcontractors to comply with the standards and regulations set out in this document.

The Sustainability Policy is based on national laws and regulations as well as international conventions such as the United Nations Universal Declaration of Human Rights, the Guiding Principles on the Rights of the Child and Business Conduct, the United Nations Guiding Principles on Business and Human Rights, the International Labor Standards of the International Labor Organization and the United Nations Global Compact.

For reasons of better readability, the masculine form is used when referring to persons and personal nouns. Corresponding terms apply to all genders in the interests of equal treatment.



Let's work together to firmly anchor these principles in our everyday lives. Together, we will secure the path to the future for ourselves and future generations – as a responsible employer, reliable partner, international technology company and passionate mechanical engineering company.



Susanne Eberhardt



Eugen Rapp



Stefanie Reich



Dietmar Weik



Benjamin Mayer

Requirements for suppliers

With this sustainability guideline, we ask our suppliers to comply with the principles of ecological, social and ethical behavior as well as local laws. This applies not only to their employees, but also to their suppliers. We therefore ask our suppliers to pass on these requirements and ensure compliance.

Social responsibility Child labor and young workers

Child labor may not be used at any stage of production. Suppliers are requested to comply with the recommendation from the ILO conventions on the minimum age for the employment of children. Accordingly, the age should not be less than the age at which compulsory education ends and in any case not less than 15 years. If children are found at work, the supplier must document the measures to be taken to remedy the situation and enable the children to attend school. The rights of young workers must be protected and special protective regulations must be observed.

Wages and social benefits

The remuneration for regular working hours and overtime must correspond to the national statutory minimum wage or the minimum standards customary in the industry. If the remuneration is not sufficient to cover the costs of normal living expenses and to build up a minimum level of reserves, the supplier is obliged to increase the remuneration accordingly. Employees shall be granted all legally prescribed benefits. Deductions from wages as a punitive measure are not permitted. The Supplier shall ensure that employees receive clear, detailed and regular written information on the composition of their remuneration.



Working hours

Working hours must comply with the applicable laws or industry standards. Overtime is only permitted if it is worked on a voluntary basis and the employee is granted at least one day off after six consecutive working days. The legally prescribed and weekly working hours may not be exceeded on a regular basis.

Modern slavery (i.e. slavery, servitude and forced or coerced labor and human trafficking)

No forced labor, slave labor or comparable work may be used. All work must be voluntary and employees must be able to terminate the work or employment relationship at any time. Furthermore, there must be no unacceptable treatment of workers, such as psychological hardship, sexual and personal harassment.

Ethical recruitment

We require our suppliers to ensure a fair recruitment process. In this process, fairness and equal treatment of any gender, age, ethnicity, disability, sexual orientation, religion or other discriminatory factors are observed. The recruitment process should be transparent and data protection must be observed.

Freedom of association and collective bargaining

The right of employees to form and join organizations of their choice and to engage in collective bargaining must be respected. In cases where freedom of association and the right to collective bargaining are restricted by law, alternative possibilities for independent and free association of employees for the purpose of collective bargaining must be granted. Employee representatives must be protected from discrimination. They must be granted free access to the workplaces of their colleagues to ensure that they can exercise their rights in a lawful and peaceful manner.

Non-discrimination and harassment

Discrimination against employees in any form is not permitted. This applies, for example, to discrimination based on gender, race, caste, skin color, disability, political conviction, origin, religion, age, pregnancy or sexual orientation. The personal dignity, privacy and personal rights of each individual are respected.

Women's rights

TOX® PRESSOTECHNIK expects its suppliers to fully support the full equality of women, men and diversity, which is considered an integral part of our corporate values. The promotion of women's rights is seen as critical to sustainable development and we are actively committed to ensuring that women, men and diversity can equally exercise their human rights and fundamental freedoms within our supply chain. TOX® PRESSOTECHNIK requires its suppliers to take all necessary measures to promote gender equality. Our commitment extends to ensuring a non-discriminatory supply chain and leading the industry in promoting equal opportunities and recognition for women, men and diversity in all phases of our business activities.



Diversity, equality and inclusion

Equal opportunities, diversity, equality and inclusion are equally essential in order to create a conducive working environment with synergy effects. We are convinced that a pleasant working atmosphere, respectful cooperation and the free development of employees are essential for the well-being and success of a globally active company. The self-determined development of all employees, regardless of culture, gender or personal orientation, must be promoted at all levels of the workforce.

Rights of minorities and indigenous peoples

Safeguarding and respecting the rights of minorities and indigenous peoples is a central component of the sustainability guidelines to be implemented by our suppliers. We require our suppliers to make an unreserved commitment to safeguarding and protecting the rights of indigenous peoples. Their actions should be based on international standards that define the principles of equal treatment and respect for the cultural identity of indigenous communities.

Land, forest and water rights and eviction

Our suppliers undertake to fully respect and safeguard land, forest and water land, forest and water rights and protection against forced evictions. They are actively committed to ensuring that their business activities are in line with internationally recognized standards. Their actions aim to respect and protect the rights of local communities in relation to their territorial resources, in particular by avoiding forced evictions and the deprivation of land, forests and water when acquiring, developing or otherwise using these resources. The goal is sustainable and fair use that takes both environmental and social concerns into account.



Deployment of private or public security forces

Support from private or public security forces that commit violations or act illegally, as described in risk management, will not be tolerated by our suppliers. These security forces should focus their role solely on ensuring the security of employees, facilities, equipment and property in accordance with the principles of the rule of law, including laws that guarantee human rights.

Occupational safety

The supplier is responsible for a safe and healthy working environment. By setting up and applying appropriate occupational safety systems, necessary precautionary measures are taken against accidents and damage to health that may arise in connection with the activity. In addition, employees are regularly informed and trained on applicable health and safety standards and measures.

Combating corruption and money laundering

Our suppliers must implement our firm commitment against corruption and money laundering as part of their business practices. Strict compliance with international standards, including the UN Convention against Corruption, is expected and the highest ethical standards are required of all employees, suppliers and business partners involved. Effective control mechanisms, training and monitoring procedures are designed to minimize risks and promote a culture of transparency and integrity. Suppliers are encouraged to support the prompt reporting of concerns and appropriate protection is provided for whistleblowers. The common goal is a protected business environment that is free from corruption and money laundering and supports sustainable development in all areas.



Data protection and data security

Our suppliers are obliged to integrate the protection of data privacy and data security as a top priority in their business practices. The confidentiality of personal data of our employees, customers and business partners must be treated with the utmost care by suppliers. Suppliers are expected to comply with applicable data protection laws and regulations. Through continuous training and investment in modern security technologies, our suppliers should ensure a robust data security infrastructure. The common goal is to promote the responsible handling of data and ensure the protection of our stakeholders' privacy.

Financial responsibility (accurate records)

To ensure reliable, honest and sustainable corporate governance, our suppliers must commit to establishing financial responsibility and accurate record-keeping as fundamental principles of their business practices. Strict adherence to recognized accounting standards is required and clear accounting guidelines should be implemented. Transparent financial practices are critical for suppliers.

Disclosure of information

Suppliers must commit to providing relevant information about their business practices, environmental impacts and social engagement to ensure transparency and accountability. This obligation to disclose information not only promotes stakeholder trust, but also supports open communication.



Fair competition and antitrust law

Our suppliers are committed to ensuring fair competition and strict compliance with antitrust and competition laws. Any contracts or agreements that are contrary to free competition with (potential) competitors or partners will not be tolerated by suppliers. Business practices should be geared towards promoting a fair and transparent competitive environment.

Conflicts of interest

To ensure that conflicts of interest are avoided and the integrity of business practices is maintained, suppliers must bear the responsibility to act in good faith on behalf of the company and personally advantageous behavior must not be tolerated. Compliance with this business principle is monitored by the organization and management.

Plagiarism

Suppliers must commit to avoiding plagiarism and emphasize the importance of original and ethical business practices. Plagiarism, whether in research, product development or other areas of the company, will not be tolerated by suppliers. Respect for intellectual property and the promotion of creative, innovative solutions are in line with the values of TOX® PRES-SOTECHNIK and are central elements of business ethics that must also be implemented by suppliers.



Intellectual property

Suppliers must commit to placing respect and protection of intellectual property at the heart of their business ethics. The importance of innovation and creativity is recognized and suppliers are committed to protecting all forms of intellectual property, be it patents, trademarks, software licenses or copyrights. This commitment extends to all aspects of their business operations and reflects recognition of the essential role that intellectual property plays in promoting progress and sustainable development.

Export controls and economic sanctions

Suppliers must commit to treating compliance with export controls and economic sanctions as of paramount importance. They commit to strictly comply with all international regulations and laws related to exports and trade sanctions. This commitment extends across all of the suppliers' business areas and serves to ensure that their trading practices are in line with internationally recognized standards.

Whistleblowing and protection from retaliation

Suppliers must commit to integrating the promotion of whistleblowing and protection against retaliation as key principles in their business ethics. They encourage all employees to report potentially illegal or unethical practices through whistleblowing channels, ensuring full protection against any form of retaliation. This measure promotes transparency, integrity and helps to establish a responsible corporate culture in the supplier companies.

Reporting on greenhouse gas emissions

Suppliers must commit to transparent reporting on greenhouse gas emissions as an integral part of their corporate responsibility. They are committed to collecting and regularly publishing accurate and complete data on their emissions. This initiative reflects the suppliers' commitment to environmental protection and sustainable business practices. The basis for this is the EU decision (EU Taxonomy) on ESG/CSRD reporting.

Energy efficiency

Energy consumption must be monitored and documented. Economic solutions must be found to improve energy efficiency and minimize energy consumption.

Renewable energies

Suppliers must commit to making the integration of renewable energy a high priority. They rely on sustainable energy sources to minimize their ecological footprint and contribute to climate protection. The promotion and use of renewable energy is in line with suppliers' efforts to conduct business in a responsible and environmentally friendly manner.



Decarbonization

The decarbonization of business activities is a key aspect of sustainability efforts. The aim is to reduce CO2 emissions and strive for low-carbon operations in the long term. Innovations, investments in sustainable technologies and a conscious use of resources are key elements in actively contributing to decarbonization and making a positive contribution to environmental protection.

Water quality, consumption and management

Wastewater from operational procedures, production processes and sanitary facilities must be typified, monitored, checked and, if necessary, treated before discharge or disposal. In addition, measures should be introduced to reduce the generation of wastewater.

Air quality

General emissions from operations (air and noise emissions) and greenhouse gas emissions shall be typified, routinely monitored, verified and treated as necessary prior to release. The supplier is also responsible for monitoring its emission control systems and is required to find cost-effective solutions to minimize any emissions.



Responsible chemicals management

The supplier must ensure that no products are supplied that contain substances whose source minerals or derivatives originate from a conflict region where they directly or indirectly contribute to the financing or support of armed groups or cause or promote human rights violations. In addition, the supplier must ensure the safe handling and storage of chemicals in its production facilities.

Sustainable resource management

The use and consumption of resources during production and the generation of all types of waste, including water and energy, must be reduced or avoided. This is done either directly at the point of origin or through procedures and measures, for example by changing production and maintenance processes or procedures within the company, by using alternative materials, by saving, by recycling or by reusing materials.

Waste avoidance

The supplier shall follow a systematic approach to identify, handle, reduce and responsibly dispose of or recycle solid waste. Chemicals or other materials that pose a risk if released into the environment shall be identified and handled in a manner that ensures safety during handling, transportation, storage, use, recycling or reuse and disposal.



Reuse and recycling

In order to promote the sustainable use of materials and actively contribute to environmental protection, suppliers must implement the promotion of reuse and recycling as an integral part of their corporate values. They should be strongly committed to minimizing waste and using resources efficiently. The implementation of reuse and recycling practices is crucial.

Animal welfare

To ensure that their activities are always in line with the highest standards of animal welfare, suppliers must implement the fundamental principle of animal welfare as an integral part of their business ethics. Respectful treatment of animals in all areas of the business is essential to ensure their welfare and contribute to the promotion of sustainable and ethical business practices.

Biodiversity, land use and deforestation

Lieferanten müssen sich dazu verpflichten, Geschäftspraktiken umzusetzen, die den Schutz der Artenvielfalt unterstützen, verantwortungsbewusste Landnutzung ermöglichen und aktiv zur Reduzierung von Entwaldung beitragen. Diese Maßnahmen sind integraler Bestandteil unserer Geschäftswerte und sollen einen positiven Beitrag zur Umwelt leisten sowie die nachhaltige Entwicklung vorantreiben.



Soil quality

Suppliers must commit to promoting soil conservation measures and ensuring that their operations respect and maintain soil health and fertility. Preserving soil quality is central to our commitment to sustainable business practices.

Noise emissions

The reduction of noise emissions is the focus of our efforts towards sustainable corporate practices. We expect our suppliers to use efficient processes to minimize the environmental impact of noise and thus contribute to improving the quality of life.

Dealing with conflict minerals

For the conflict minerals tin, tungsten, tantalum and gold, as well as for other raw materials such as cobalt, TOX® PRESSOTECHNIK has established due diligence processes to promote responsible supply chains for minerals from conflict-affected and high-risk areas in accordance with the guidelines of the Organization for Economic Cooperation and Development (OECD) and expects the same from its suppliers. Smelters and refineries without appropriate, audited due diligence processes should be avoided.



Ecological responsibility

Environmental responsibility is a central principle of our business philosophy. We expect our suppliers to promote sustainable practices in order to minimize the environmental impact of their activities and make a positive contribution to the conservation of natural resources and biodiversity.

Ethical business conduct

The standards of fair business, fair advertising and fair competition must be observed. In addition, the applicable antitrust laws must be applied, which in particular prohibit agreements and other activities that influence prices or conditions when dealing with competitors. These regulations also prohibit agreements between customers and suppliers that are intended to restrict customers' freedom to determine their own prices and other resale conditions.

Confidentiality and data protection

The Supplier is required to meet the reasonable expectations of its client, suppliers, customers, consumers and employees with regard to the protection of private information. The Supplier shall comply with data protection and information security laws and regulatory requirements when collecting, storing, processing, transmitting and disclosing personal information.

Integrity/Bribery

The highest standards of integrity must be applied to all business activities. The supplier must have a „zero tolerance policy“ in prohibiting all forms of bribery, corruption, extortion and embezzlement. Procedures for monitoring and enforcing standards shall be implemented to ensure compliance with anti-corruption laws.

Definition and implementation of similar standards by own Tier 1 suppliers

The clear definition and implementation of similar standards by our Tier 1 suppliers is an integral part of our commitment to sustainable supply chains. We are actively committed to ensuring that our key suppliers also adhere to responsible environmental, social and governance practices to ensure the highest standards throughout the supply chain.

Binding requirements for Tier 1 suppliers to pass on standards along the supply chain

The introduction of mandatory requirements for our Tier 1 suppliers to pass on standards along the supply chain is a decisive step in our efforts to achieve sustainable supply chains. Through this measure, we want to ensure that responsible practices and standards are an integral part of all supplier relationships and spread along the entire supply chain.



Implementation of the requirements

We expect our suppliers to identify risks within their supply chains and to take appropriate measures. In the event of suspected violations and to safeguard supply chains with increased risks, the supplier shall inform the company promptly and, if necessary, regularly about the violations and risks identified and the measures taken.

The supplier should agree to TOX® PRESSOTECHNIK carrying out planned audits to verify compliance with the sustainability guideline at the supplier's premises during normal business hours, after reasonable advance notice, by persons authorized by the supplier. The supplier may object to individual audit measures if these would violate mandatory data protection regulations.

If a breach of the provisions of the sustainability guidelines is identified, TOX® PRESSOTECHNIK will notify the supplier in writing within one month and set a reasonable grace period to bring its conduct into line with these regulations. If no suitable measures are implemented to counter the breach, TOX® PRESSOTECHNIK may have cause to terminate the business relationship, including all associated supply contracts.
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Acknowledgement and consent of the supplier

The supplier is responsible for acting responsibly in accordance with this sustainability guideline and complying with the principles/requirements listed. The Supplier shall endeavor to communicate the content of this Sustainability Guideline to employees, agents and subcontractors in a comprehensible manner and to take all necessary precautions for the implementation of the requirements.



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