



## Corporate Responsibility Policy

*Sustainability is one of MAGNETEC's core principles. This means operating in ways that, at a minimum, meet fundamental responsibilities in the areas of human rights, labour, environment and anti-corruption. For us, environmental protection and social responsibility are inextricably linked with long-term business success...*

The following COP provides an overview of the commitments, standards and management systems which help us incorporate the 10 principles of the UN Global Compact into our business processes:

### Human Rights

*Principle 1:* Businesses should support and respect the protection of internationally proclaimed human rights; and

*Principle 2:* make sure that they are not complicit in human rights abuses.

### Labour

*Principle 3:* Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

*Principle 4:* the elimination of all forms of forced and compulsory labour;

*Principle 5:* the effective abolition of child labour; and

*Principle 6:* the elimination of discrimination in respect of employment and occupation.

### Environment

*Principle 7:* Businesses should support a precautionary approach to environmental challenges;

*Principle 8:* undertake initiatives to promote greater environmental responsibility; and

*Principle 9:* encourage the development and diffusion of environmentally friendly technologies.

### Anti-Corruption

*Principle 10:* Businesses should work against corruption in all its forms, including extortion and bribery.

Managing Directors are responsible for communicating the COP, Corporate Responsibility Policy to all persons working for or on behalf of the organization and making it available to the public.

signed by  
Marc Nicolaudius  
MANAGING DIRECTOR

signed by  
Tobias Trupp  
HEAD OF QUALITY