

Statement of principles according to LkSG

The Act on Corporate Due Diligence Obligations in Supply Chains (LkSG) has been in force since 01/01/2023. This law is intended to make compliance with human rights in the supply chain mandatory. One element of this is defined due diligence obligations.

Since 2023, the law initially applies to companies with at least 3,000 employees. Getriebebau NORD GmbH & Co KG with 1,670 employees in Germany would not be obligated to comply with the law until 2023 but is aware of the importance of the law and is already taking responsibility this year.

As a globally active family company, we are aware of the influence and impact that our business activities have on society. Therefore, we are intensively engaged with the topic of CSR. This is the abbreviation for Corporate Social Responsibility and means voluntarily taking responsibility for social, ecological, and economic aspects both nationally and internationally.

As a company with international ties, NORD recognizes its special responsibility to work towards improving the situation of worldwide human rights along our supply chains and to shape business relationships socially for sustainable development. Increasing integration into global procurement and sales markets often poses risks due to the lack of transparency and the often inadequate enforcement of internationally recognized human rights in supply chains.

NORD commits to respect, protect, and uphold the human rights of individuals. In our understanding, this includes fair wages, appropriate working conditions, and preventing the exploitation of children. Equality between women and men is a matter of course for us and we do not discriminate against anyone because of their gender, ancestry, ethnicity, language, home country and origin, religion, religious or political views, or because of a disability. We reject corruption as well as forced labor and human trafficking.

We expect our suppliers and our employees in all areas of the company and subsidiaries to respect, protect, and comply with the human rights of each individual. Both within our business operations and throughout the supply chain, it shall be ensured that human rights and environmental violations are prevented and that those affected have access to remedy.

We at NORD stand for these guidelines and teach our employees to live up to these values in the company. This begins with conscious perception of violations of these principles that are picked up and dealt with via defined processes to then result in

appropriate measures for the company. This also applies to information revealed by third parties.

Here is the link to our whistleblower system: [Whistleblowers](#)

We prepare a constantly updated, IT-supported risk analysis that is based on country indices and the 13 risk fields of the LkSG.

A human rights officer has been appointed to monitor the risk analysis and report to the management at least once a financial year. In the event that the analysis shows violations of a human rights-related or environmental obligation, possible remedial actions are defined, and corresponding steps are taken to eliminate them.

We also commit to encourage compliance with the contents of this policy by our suppliers and promote scope for action as far as possible in the further value creation chain. We also reserve the right to verify that our suppliers observe our Code of Conduct, which is binding for suppliers. This may take the form of questionnaires, assessments, or audits. In case of doubts regarding compliance with this policy, the supplier is requested to take appropriate countermeasures, and to report the case to his relevant contact in our company.

For further information on our Company Policy and Code of Conduct, please refer to [NORD.com](#), Sustainability (CSR).

Here is the link to our sustainability page: [www.nord.com Sustainability CSR](#)

Bargteheide, 06/01/2023