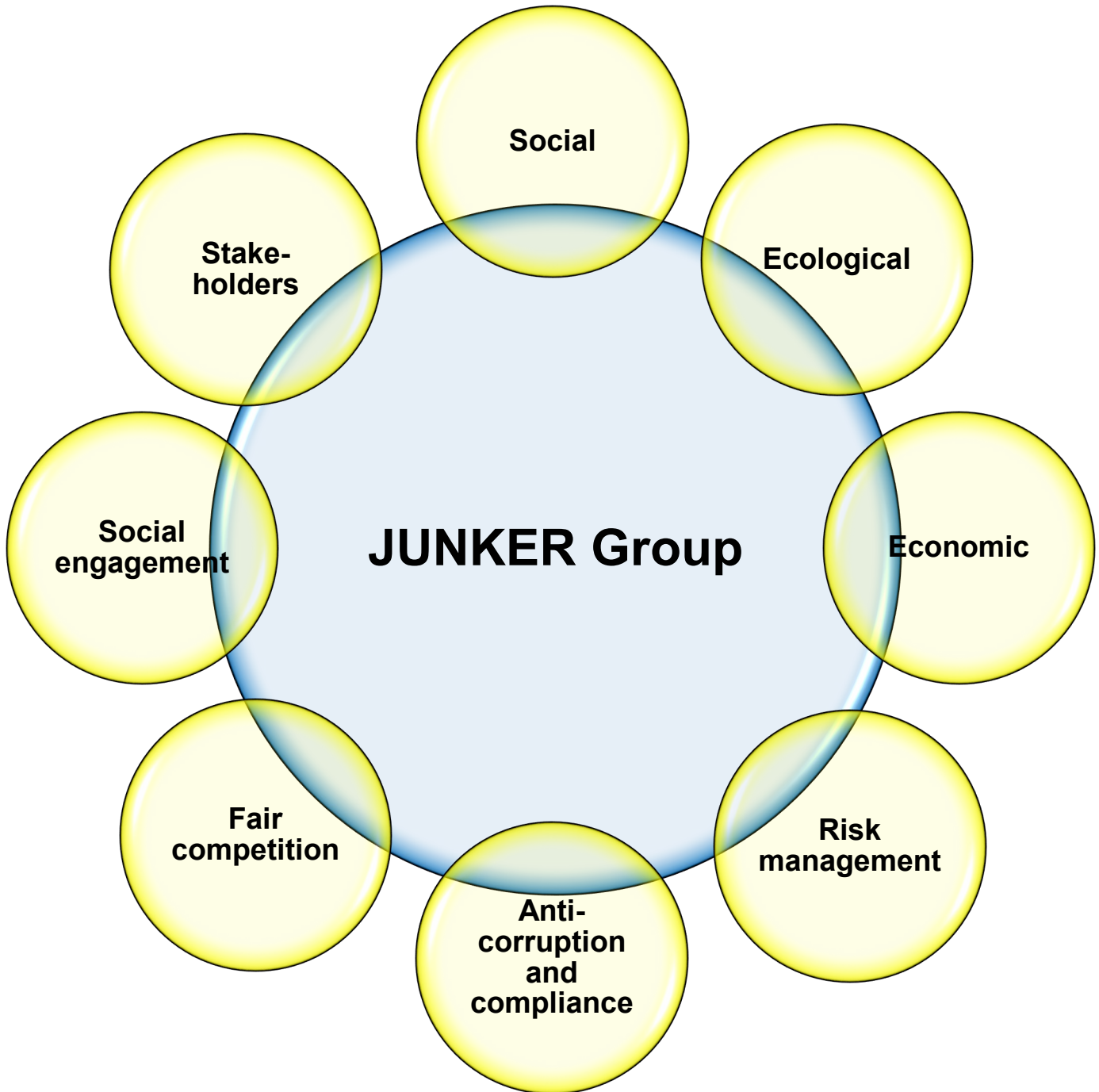


Code of Conduct for suppliers of the JUNKER Group



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For JUNKER, observance of and compliance with high ethical and ecological standards is of great importance. In this Code of Conduct, we have specified our expectations of ethical, social and ecologically responsible conduct that we stipulate for suppliers, providers, subcontractors and other companies with whom we have business relations (collectively referred to as "Suppliers" for short). We know that Suppliers are active worldwide and consequently move in different jurisdictions and cultures. Nevertheless, the Code of Conduct contains the minimum requirements that Suppliers must satisfy to be able to enter into business relationships with us. JUNKER also undertakes to procure raw materials in a long-term, responsible manner. To be able to satisfy these requirements, Suppliers are also required to pass on the provisions of this Code of Conduct within their supply chain.

We are conscious that Suppliers may not yet fulfill individual requirements and must be granted a certain amount of time to satisfy the requirements of this Code of Conduct. We ask our Suppliers to inform us at regular intervals about the measures taken relating to this Code of Conduct and the adopted plans for improvement. We also reserve the right to carry out checks at a Supplier's site that are necessary in our opinion to ensure that this Code of Conduct is complied with within our supply chain. The checks can be through a Supplier's written self-evaluations but also by means of assessments by JUNKER or third parties.

Our key requirements of Suppliers of the JUNKER Group are as follows:

1. Respect for human dignity and human rights

The Supplier undertakes to respect personal dignity, privacy and compliance with the personal rights of every individual.

2. Freedom of association and the right to collective bargaining

We expect our Suppliers to respect employee rights to freely establish organizations, become members of such organizations and participate in collective bargaining.

3. Forced and child labor

The employment of forced laborers by Suppliers is forbidden. Similarly, it is forbidden for Suppliers to employ workers under the statutory minimum age in countries or local jurisdictions in which they perform services for us. If no minimum employment age is stipulated, a minimum employment age of 15 applies.

4. Non-discrimination and equal opportunities

Employees of Suppliers must not be disadvantaged due to ethnicity, skin color, nationality, gender, religion, disability, sexual orientation or other illegal grounds in recruitment, promotion, remuneration, performance assessment or with regard to other working conditions. The recruitment of staff should be dependent exclusively on whether an applicant fits the required job profile.

5. Minimum wage

The Supplier must not pay less than the respective statutory minimum wage. Should no minimum wage be stipulated according to local law, the market-rate wage must be paid.

6. Working hours and working conditions

We expect our Suppliers to observe the applicable laws of the respective country regarding working hours and to comply with the respective statutory working hours for employees. We will not accept Suppliers regularly demanding that their employees work longer than the statutory working hours without appropriate remuneration according to the applicable law. We also expect our Suppliers to provide their employees with appropriate working conditions.

7. Occupational health and safety

Suppliers must ensure that their workplaces fulfill all health and safety requirements applicable in the respective country. If the Supplier provides its employees with accommodation, this must be in line with the health and safety requirements that also apply to workplaces.

8. Anti-corruption and compliance

Suppliers undertake to follow all laws and regulations relevant in the respective country for the prevention of bribery and corruption when supplying us and/or in connection with our business operations, as well as to comply with all other applicable laws and regulations.

9. Integrity and fair competition

Suppliers must conduct business in accordance with fair competition and in agreement with all applicable antitrust provisions. Suppliers also undertake to display fair business practices.

10. Data protection

Suppliers must guarantee the confidentiality of information and its proper use, and ensure that the data protection rights of us, our employees and our customers are protected.

11. Information security

JUNKER places great value on the level of information security and cybersecurity. We fulfill the requirements of information security through increasing data transfers and collaboration with our Suppliers across systems. We require our Suppliers to fulfill information security requirements through their own security guidelines or through certification according to ISO 27001.

12. Environmental/ecological responsibility

Suppliers must comply with all applicable environmental protection laws and all official regulations with regard to environmental protection. We will prioritize Suppliers who boast an ISO 14001-certified environmental management system or promote preserving, protecting and cleaning up the environment with environmental protection measures of their own initiative, for instance through energy conservation, recycling and environmental cleanup. Moreover, Suppliers must encourage their employees to act responsibly in relation to the environment.

13. CO₂ reduction

The "Paris Agreement" (COP21) demands that every company contribute to the global reduction of CO₂ emissions. JUNKER urges its Suppliers to achieve the objectives of the Paris Agreement and reduce CO₂.

14. Responsible acquisition of raw materials

JUNKER is aware that responsibly handling raw materials and their acquisition is the key to ethical trade. Demand for these raw materials has an enormous effect on the entire ecosystem and can consequently impact the sustainable development of local populations, animals and plants. We require Suppliers to share this vision of sustainability and procure products and services responsibly/produce them in an environmentally friendly manner.

15 Conflict minerals

JUNKER appreciates its duty of care and consequently uses no conflict minerals (gold, tin, tantalum and tungsten) for the created products. We must consequently obligate Suppliers of the JUNKER Group to provide, upon request, full verifiability of the origin of the minerals in question when used in delivery parts. JUNKER consequently expects all Suppliers to comply with the legal stipulation and will not accept violations.

16. REACH/ RoHS Regulation

An important goal of the JUNKER Group is the consideration of environmentally compatible materials in the JUNKER grinding machine in order to improve the protection of human health and the environment from the risks arising from the use of chemicals and hazardous substances in electrical and electronic equipment. JUNKER requires its suppliers to ensure that your products comply with the applicable REACH regulation (EC) No. 1907/2006 and the RoHS directive 2011/65/EU (extension 2015/863/EU) and corresponding successor regulations.

17. Risk management

We expect our Suppliers to stipulate mechanisms for determining and managing the risks in all areas named in this Code of Conduct.

18. Observation of the directives of the UN Global Compact initiative

We expect our Suppliers to comply with the directives of the UN Global Compact initiative (www.unglobalcompact.org).

19. Social engagement

We prefer to work with Suppliers who are also engaged in community work (for example in education; in the cultural, economic and social welfare of the community in which they live and work; in schools and colleges, etc.).

20. Continuous improvement

For the purposes of continuous improvement, Suppliers are expected to set performance objectives, implement plans and take required corrective measures with regard to deficiencies determined in internal and external examinations, audits and other examinations.

21. Passing on the principles of this Code of Conduct within the supply chain

Suppliers must ensure, to the best of their ability, that the principles of this Code of Conduct are passed on to their employees and all those involved in their supply chain who directly or indirectly provide products or services for us. Suppliers must also ensure, to the best of their ability, that the principles listed in this Code of Conduct are adopted and applied by their employees, suppliers, representatives and contractors who directly or indirectly provide products or services for us.

22. Updating the Code of Conduct

We will adapt the Code of Conduct at regular intervals to the requirements of our stakeholders.

23. Violations of the Code of Conduct

If a Supplier violates this Code of Conduct, we reserve the right to end the contractual relationship with the Supplier. We will also exclude from tendering Suppliers who do not display high ethical and corporate social responsibility standards or who do not comply with relevant laws.

Please send us an acknowledgment of the Code of Conduct with the form attached in [Annex 1](#).

Annex 1

Acknowledgment of the Code of Conduct for Suppliers of the JUNKER Group

To
Erwin Junker Maschinenfabrik GmbH
– Purchasing department –
For the attention of
Junkerstr. 2
77787 Nordrach

We hereby confirm

- that we have understood the requirements stipulated in the Code of Conduct for Suppliers of the JUNKER Group (Version 5/ As of: 01/2026) and will comply with them,

and

- that we will adhere to good, ethical business practices, as stipulated in the Code of Conduct for Suppliers of the JUNKER Group, in all dealings with companies of the JUNKER Group.

We have furthermore understood that we may be asked to agree to additional examinations, on-site visits and/or a full audit by the JUNKER Group or a customer of the JUNKER Group, in order to provide the necessary proof that we are properly fulfilling the standards set out in the Code of Conduct.

Place, Date

Company, stamp

Name, signature