



Hand in hand for tomorrow

Statement of Principles



of SCHUNK SE & Co. KG on the respect for Human Rights and the observance of corporate due diligence in supply chains

Our Commitment and Engagement

The SCHUNK Group, including SCHUNK SE & Co. KG and its affiliated companies, is hereinafter collectively referred to as "SCHUNK." As a technology pioneer, SCHUNK stands for responsible and future-oriented production processes. We equip industries worldwide with state-of-the-art clamping technology, gripping technology, and automation solutions. More than 3,700 dedicated employees across 10 plants and 34 national subsidiaries work to ensure that SCHUNK customers can manufacture more efficiently, more sustainably, and more safely.

Our customer base includes companies worldwide across the entire supply chain in numerous industries. We are fully aware of our responsibility for human rights due diligence, which is strongly reflected in our claim "Hand in hand for tomorrow" and the values we have lived by for 80 years: We are convinced that the future can only be created through a respectful approach to people and the environment, jointly embraced by all participants in the ecosystem.

To achieve this, we continuously set new standards with our technologies. Through collaborative partnerships, we create innovations that increase efficiency, conserve resources, and foster healthier working environments – this is our vision of the "Healthy Factory".

We commit to respecting fundamental, internationally recognized human rights and to preventing human-rights-related risks, guided by the Universal Declaration of Human Rights of the United Nations, the ILO Declaration on Fundamental Principles and Rights at Work, and the UN Guiding Principles on Business and Human Rights. By integrating these principles into our business strategy, we actively contribute to a sustainable and fair global value chain.



Process description

SCHUNK has established a company-wide risk management system to systematically identify, assess, and purposefully reduce human rights and environment-related risks. Our focus is on a risk-based analysis of our direct suppliers with respect to compliance with relevant due diligence obligations. By consistently integrating these insights into our procurement processes, we actively help prevent potential human rights violations in the supply chain.



Risk management

We ensure compliance with the requirements of the **German Supply Chain Due Diligence Act** (LkSG) by conducting a systematic and comprehensive risk analysis. This process is designed to identify potential risks in the supply chain at an early stage, assess them, and implement appropriate risk mitigation measures.

The risk analysis is supported by ongoing exchanges between the relevant specialist departments. This interdisciplinary dialogue ensures that diverse perspectives and expertise are incorporated into risk evaluation. In this way, we can develop targeted process structures that are both effective and sustainable.

The risk analysis is carried out regularly, generally at least once a year, to ensure that results remain current and relevant. In addition, ad-hoc analyses are conducted where appropriate – for example, if compliance breaches are identified or new potential risks arise.

In this way, we ensure that our due diligence obligations are comprehensively fulfilled at all times and that we can respond proactively to changes in the business environment.

Management is informed annually about risk management.



Risk analysis

Respect for human rights is a central element of our corporate responsibility. To effectively fulfil our human rights due diligence obligations under the **German Supply Chain Due Diligence Act** (LkSG), we

regularly conduct risk analyses. The aim is to systematically identify and assess actual and potential risks to human rights and the environment in our own operations and along our supply chain, and to derive appropriate measures.



In particular, we consider risks such as forced labor, child labor, discrimination, inadequate occupational health and safety, or the unlawful exploitation of natural resources. At the same time, in line with a holistic ESG approach, we also take into account

aspects of responsible corporate governance, transparency, and sustainability.

To support this work, we use recognized instruments such as software tools to assess the sustainability performance of our business partners in a structured manner and to detect risk-prone areas at an early stage.

The results of the risk analysis are directly integrated into our compliance and sustainability management and constitute the basis for preventive, remedial, and control measures through which we actively fulfill our responsibility within the supply chain.

Preventive measures

To adequately address risks, we have established binding policies to underpin our commitment to respecting human rights in our own operations and among our business partners. In addition, we rely, among other things, on certifications such as ISO 9001, ISO 14001, and ISO 50001. To raise awareness among our employees of human and environmental rights, annual mandatory training is conducted and continuously expanded.

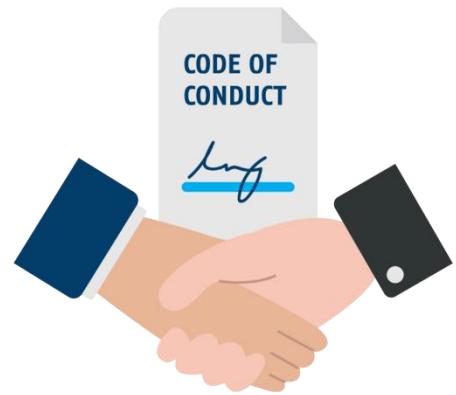
Own operations



- **Mandatory compliance training:** Regular training for employees to raise awareness of compliance policies and ensure their integration into day-to-day work.
- **SCHUNK-Code of Conduct:** Introduction of a Code of Conduct with global applicability for the entire Group, defining clear ethical and legal standards.
- **SCHUNK-Rules of Procedure for our reporting channels:** Implementation of a clearly structured whistleblowing system that enables employees and external business partners to report potential violations anonymously and securely.
- **Certifications (e.g. ISO 14001/50001):** Ensuring high standards in environmental management and energy efficiency through certified management systems.
- **Awareness campaigns:** Additional campaigns to continuously raise employee awareness of specific topics such as anti-corruption, data protection, or sustainability.

Direct Suppliers

- **Consideration of expectations and requirements in supplier selection:** Ensure that potential suppliers already meet the relevant standards and specifications in the selection phase.
- **Regular supplier evaluations:** Introduction of a structured evaluation process to continuously review performance and compliance with the specifications.
- **Contractual assurance of compliance with the Code of Conduct:** Anchoring binding provisions in the contracts that guarantee compliance with the specifications.
- **Implementation of contractual control mechanisms:** Definition of control measures, such as regular supplier audits, to monitor compliance with the contractual agreements.
- **Establishment of a whistleblower system:** Set-up of an anonymous reporting procedure that enables suppliers to communicate potential violations or issues.



Indirect Suppliers

In addition to our direct suppliers, we also include indirect suppliers – i.e., upstream or intermediary companies in the supply chain – in our responsibilities. If we have substantiated indications of human rights or environmental risks or violations at indirect suppliers, we initiate appropriate measures. These include, for example, a risk analysis prompted by the circumstances, contacting the direct business partners, and – depending on the situation – preventive and remedial measures along the supply chain.

In this way, we ensure that our human rights and environmental standards are considered beyond the direct business level.

Complaints procedure

An effective and reliable complaints management system is part of our risk management process. To report suspected cases, violations, or risks, various options are available to employees, affected persons, or third parties:

By E-Mail: compliance@de.schunk.com

By post:
SCHUNK SE & Co. KG
Compliance whistleblowing system
Bahnhofstr. 106-134
74348 Lauffen am Neckar

Electronic whistleblowing system: <https://schunk.integrityline.app/>

In addition, all employees can also contact the SCHUNK Compliance Manager or the Legal & Compliance department directly. Further information on how submitted reports are handled can be found in our [SCHUNK Rules of Procedure](#).

Remedial measures



Incoming reports are reviewed and assessed with the utmost care. We implement targeted measures to address identified violations in our own operations as quickly as possible and to ensure compliance with the applicable requirements. For direct suppliers, we actively work toward appropriate remediation and the implementation of suitable measures. SCHUNK places great importance on the cooperation of its business partners in fact-finding and expects the implementation of effective remedial and preventive actions.

Effectiveness review

The measures implemented to fulfill human rights and environmental due diligence obligations are subjected to regular effectiveness reviews. The aim is to continuously evaluate and further develop the adequacy and effectiveness of our processes. To this end, we analyze, among other things, the results of risk analyses, reports received through the grievance mechanism, as well as specific incidents along our supply chain. The insights gained flow directly into the further development of our preventive and remedial measures. In this way, we ensure that our human rights and environmental commitment has a measurable impact—and focuses where it is needed most.

This fundamental statement is also regularly subjected to careful review, continuously further developed, and, where necessary, adapted to changing legal, societal, or corporate requirements. In a

dynamic and constantly changing business environment, it is of central importance to us to uphold clear values while at the same time responding flexibly to new challenges and opportunities. In doing so, we underscore our commitment to act responsibly and with a forward-looking approach.

Documentation & report

SCHUNK continuously and transparently documents all processes and measures for fulfilling human rights and environmental due diligence obligations. This systematic recording ensures that internal and external requirements are met and enables continuous review of the effectiveness of our measures.

