

## DECLARATION OF COMPLIANCE

Dear Sir or Madam,

Since the founding of our company in 1890 until today, AMF stands for the highest quality in products and services. For this reason we have developed into internationally leading experts in the sectors of clamping, screwing and locking.

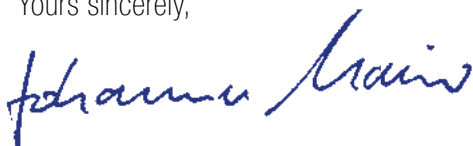
However, from the outset not only economic success mattered to us. Preserving our basic values and principles is equally important to us as well. As a member of society, we are aware of our responsibility. Not only do we want to satisfy our customers through our actions, but we also want to make a positive contribution to society. Our multifaceted social commitment forms the basis for this.

Furthermore, values such as integrity, ethics and trustworthiness also play a crucial role for us and shape our daily actions. Responsible and ethical conduct is our main priority and is practiced group-wide. We expect the same from our business partners and reject dubious business relationships.

We have set forth these guiding principles in writing in this declaration of compliance. It contains our most important principles and measures in various areas and should give you the reassurance of having a reliable partner at your side in AMF.

As in all of our business activities, we constantly strive here to improve and close any gaps that might exist. Accordingly, all reports of violations, as well as questions or concerns regarding these topics, internal or external, should be reported to [compliance@amf.de](mailto:compliance@amf.de). These will be handled confidentially and investigated, and any necessary actions will be initiated. We can assure you that informants will not suffer any retaliation or have to fear any other disadvantages.

Yours sincerely,

A handwritten signature in blue ink that reads 'Johannes Maier'.

Johannes Maier  
Managing Director

## 1. HUMAN AND LABOUR RIGHTS

The preservation of the dignity and rights of the individual is one of our primary core principles and is self-evident for us. Any behaviour that violates this will not be tolerated.

Every person at AMF is treated with respect and receives the same recognition and opportunities. All forms of physical, sexual or psychological impairment or harassment as well as intimidation or bullying are prohibited.

We do not tolerate any discrimination whatsoever, particularly on the basis of national or social origin, skin colour, gender, language, age, disability, capability, religious or political ideology, nationality or sexual orientation. We make our decisions based solely on factual information.

We reject the illegal employment of children or juveniles as well as any form of forced labour or human trafficking. We guarantee fair work conditions, offer appropriate pay and employee benefits and comply with all labour regulations and laws.

We recognise the right of our employees to unite for collective bargaining purposes and create or join unions and employee representation councils without fear of threats, intimidation or disadvantages. We maintain an open, trusting and cooperative relationship with employee representatives.

## 2. ENVIRONMENTAL PROTECTION

Our commitment to protecting the environment is enshrined in our environmental guidelines. Therein we commit ourselves to environmentally friendly behaviour as well as to compliance with the legal regulations and provisions.

We act responsibly and sustainably in the production and sale of our products and avoid unnecessary movement and transportation of goods. Consumption of natural resources shall be reduced as best as possible and replaced through the use of renewable energies. We strive to reduce environmental damage from greenhouse gases or other air pollution as much as possible during production. Waste is avoided or reduced, hazardous waste is disposed of through certified professional companies, and we handle hazardous materials responsibly. All employees are called on to actively support and continually improve environmental protection at AMF.

We observe and abide by the EU environmental regulations. For more information, please refer to the declaration of conformity on our website.

## 3. CONDUCT IN BUSINESS TRANSACTIONS

### 3.1 BRIBERY AND CORRUPTION

In international competition we rely solely on skills such as our quality, service and innovation and reject all forms of bribery or corruption. This is enshrined in our anti-corruption policy, which lays down the essential principles and regulations for this and should serve as a guideline in daily business life. It is binding for all employees, managers and members of the Board of Management of AMF.

In this policy, we are expressly committed to handle donations in an open and transparent manner and to accept or grant these solely within the framework of courtesy and hospitality and to a reasonable extent. Donations that influence the business actions and decisions of the recipients or may jeopardise free competition are prohibited. We would prefer to forgo a business transaction than to act unlawfully.



### 3.2 FAIR COMPETITION AND CARTEL LAW

We pay attention to fair, unrestricted and free competition and comply with applicable antitrust and competition law. This means in particular that we do not enter any relations with competitors, suppliers or sales partners, come to any agreements with these or take any actions that could impair or restrict free competition. This includes, for example, price agreements, the sharing of customers or sales territories, unfair methods of competition, agreements on renouncing competition or the exploitation of a dominant position. We neither exchange sensitive information with competitors nor do we procure this in an unlawful manner.

### 3.3 FOREIGN TRADE

As an international company, it is particularly important to us to ensure that no threats to international security emanate from our products and business activity. For this reason we comply with laws and regulations in the area of foreign trade and take appropriate measures in order to minimise security risks. This includes, for example, regularly comparing our employees and business partners with current terror lists. Moreover, we check for any authorisation requirements or prohibitions as well as economic sanctions in the export and import of goods and take appropriate actions when necessary. During customs clearance we also act in a proper and trustworthy manner, which our status as an „Authorised Economic Operator“ (AEO F 124876) proves.

## 4. HANDLING OF INFORMATION AND DATA

Personal data is a property worthy of protection and is handled with great care. Personal data is collected, utilised, processed, stored and deleted solely in accordance with the applicable laws and regulations.

We collect and store personal data only for specified, explicit and legitimate purposes and to an appropriate degree.

As soon as the reason or purpose of the storage lapses, this data is deleted appropriately.

Data protection breaches are reported immediately to our data protection officer, who checks these and initiates the necessary steps.

Our employees have been informed about all relevant regulations concerning data protection at AMF and have committed themselves to protect personal data and to comply with the guidelines. The monitoring, as well as advice and support, if necessary, is performed by our data protection officer. We commit ourselves to protect intellectual property and strictly reject its theft as well as the sale or use of such stolen property or acquisition of counterfeit goods.

Employees at AMF are obligated to handle confidential information and intellectual property with care and protect it from unauthorised access by third parties.

We make sure that reports and documents that we make, publish, or provide to authorities are complete, appropriate, and precise. All financial information, records, and accounts must be handled correctly and maintained in accordance with generally accepted accounting guidelines.

## 5. HEALTH AND SAFETY

### 5.1 WORK AND HEALTH PROTECTION

The health and safety of our employees has high priority for us. We are conscious of our responsibility towards our employees and of the commitment to ensure safe and healthy working conditions. Therefore, extensive measures or precautions are



taken in order to prevent accidents and damage to health at the workplace and to meet the legal requirements.

All employees are required to know and obey the safety instructions of their supervisors and company rules as well as occupational safety and accident prevention regulations.

Our work safety specialist advises and supports us in the safeguarding and development of our work safety.

In addition, we are also particularly concerned about the health of our employees. Thanks to the wide range of numerous preventive and health-promotion measures, such as company sports activities, company races or information events, we actively promote the physical and mental health and capability of our employees.

## **5.2 PRODUCT SAFETY**

AMF stands for high-quality and perfect products. This promise also includes ensuring reliability and safety when handling our products as well as meeting the legal requirements for product safety.

Therefore, we continuously monitor the quality and safety of our products and take the necessary measures to maintain and improve these.

## **5.3 AVIATION SAFETY**

We are actively committed to aviation safety. Through our status as a „Known Consignor“ (DE/KC/01253-01) we can ensure that all necessary measures are taken to protect air freight from unauthorized access and manipulation and to transfer it safely.

To do this, we fulfil special safety regulations, for example, through special entrance checks, training events for employees and appointment of an aviation safety representative. We have always passed external examinations without any complaints.

AMF / 28.06.2019