		
<b>Corporate Social Responsibility - CSR</b>		PB-Nr. Z.00.92	Lfd.-Nr. 01	Rev. 01
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The Corporate Social Responsibility strategy applies to all divisions of SIEPMANN-WERKE:

- SIEPMANN-WERKE GmbH & Co. KG (Die forge)
- Stahl-Armaturen PERSTA GmbH
- SZ Fertigungstechnik GmbH
- SD Machining GmbH

The following principles also apply outside our premises, as our suppliers are also committed to complying with our CSR.

We are committed to acting responsibly "as a safe solution for generations through passion and connection", in accordance with our corporate vision. By establishing high standards in health, occupational safety and environmental protection, we improve the quality of life of our employees and have a positive impact on our social environment. We maintain transparent interaction and make relevant information freely available to all employees at all times.


### **Social responsibility, laws, standards and regulations**

Compliance with the laws, standards and regulations relevant for SIEPMANN-WERKEN GmbH & Co. KG is a matter of course. This also includes the core labor standards of the International Labor Organization (ILO Core Labor Standards) and the application of the ETI Base Code (Ethical Trading Initiative). Our employees are free to choose their working conditions. We distance ourselves from any oppression of labor. We expressly respect the freedom of association and the conduct of collective bargaining. The majority of the company's divisions are unionized. We are a member of the employers' association and apply the collective bargaining agreement for metal. We expressly appreciate the work of the works council and the associated interfaces between the workforce and management. The members of the works council do not suffer any disadvantages as a result of their work and are provided with sufficient time contingents for their tasks as employee representatives. Working conditions on our premises are safe and hygienic. We are a family-run company with sites exclusively in Germany and child labor is unthinkable for us and this is condemned beyond the plant boundaries by all partners and is not tolerated within the framework of business partnership cooperation. Due to our commitment to collective bargaining, compliance with minimum wages is essential. Fair pay for fair work is high on the social agenda of our corporate activities. This also includes complying with legal requirements for working hours and allowing sufficient compensation. We are an open company for any personal orientation. Discrimination on the basis of religious, social or sexual motives is not tolerated in our company. Every employee

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can rely on the observance of regulated working conditions. Fixed and fair shift schedules, free vacation planning and predictable working hours are a matter of course for us. As part of our corporate responsibility, we do not tolerate any inhumane or brutal treatment of our employees and sanction any violations of our corporate ethics immediately and forcefully.

In addition, we maintain ongoing cooperation with authorities, institutions and qualified partners. In our view, the transparency of our corporate activities vis-à-vis external parties is the basis for a trusting cooperation as a company at the heart of the region.

### **Employees and management**

Qualified and satisfied employees are the key to our entrepreneurial success. As a family-run, traditional company in its fourth generation, we are fully aware of this. As an industrial company with a focus on quality, innovation and development, we aim to attract the best specialists in the industry. That's why we encourage employees, recognize good performance and support them in achieving both professional and personal goals in the context of their work with us. In addition to extensive personal and professional development opportunities, this also includes offers that make it easier to balance work and private life: flexitime, mobile working, part-time, parental leave and time off to care for children and those in need of care. And if an employee has to go home at short notice due to serious, private problems, we do whatever we can to give them the time off they need.


### **Continuous improvement, communication and complaint procedures**

Our company suggestion scheme and internal modern communication platforms promote discussion and participation of employees regardless of their individual position within the SIEPMANN Group. In this way, we open up the opportunity for every employee to actively participate in the further development of our company. "Every brush stroke counts for us here". In the context of the ongoing cultural change, the professional competence of our colleagues is a high asset apart from the organizational structures that are in the process of change.

Trust, teamwork, equal opportunities and fair and respectful interaction are the basis of human interaction at SIEPMANN-WERKE, a matter of course for us and indispensable for achieving our vision: SAFE SOLUTIONS FOR GENERATIONS - THROUGH PASSION AND ALLIANCE.

And if there are any deviations, discrepancies or complaints, we will deal with them actively and in a solution-oriented manner. Open and fair feedback, open doors at all service levels and a trusting approach to the concerns, needs and wants of our employees are part of everyone's daily business. If direct conflict resolution with superiors is not possible, every



			
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employee is free to involve the employee representatives or other members of management in the conflict situation, to make use of their protection and to find a solution to the problem.

### **Diversity & Equal Opportunities**

SIEPMANN-WERKE is committed to equal opportunities and equal treatment. This is also written down in our Code of Conduct, which is binding for all employees. Persons and opinions that discriminate against others on the basis of ethnic or national affiliation, race, gender, religion, age, disability or sexual orientation have no place in our company.

On the other hand, severely disabled employees and employees with health problems are given special protection and support at SIEPMANN-WERKEN. A special representative body for severely handicapped persons plays a major role in finding the most suitable workplace for our employees in terms of their health. Here we rely on individual solutions adapted to the personal situation.


SIEPMANN-WERKE respects human dignity and is committed to the observance and protection of human rights. Every employee is obliged to ensure that these generally applicable basic rights are observed. We therefore do not tolerate any form of child labor or exploitation of children and young people. Any form of forced labor is rigorously rejected; it is not compatible with dignity and respect for human beings.

The working conditions and related regulations are negotiated in trusting cooperation between our employee representatives and the company management.

### **Health & Occupational Safety**

Occupational safety and employee health have a high priority at SIEPMANN-WERKE and are firmly anchored in our business processes. Especially in the areas of forging and machining, i.e. where man and machine work directly together, risk prevention and the health of our employees have top priority.

To ensure that we also continuously improve in this area, we operate a systematic occupational safety management system, compliance with which and potential for improvement are regularly reviewed. Key areas of our occupational safety management system include comprehensive risk assessments of sites, workplaces and work processes, compliance with and application of the applicable machine safety guidelines, and promotion of safety awareness through employee training and information campaigns. If accidents nevertheless occur, they are analyzed in detail so that appropriate measures can be derived

			
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to prevent them. Occupational safety committee and safety officer meetings are held regularly and are actively supported in their implementation by top management. As part of our occupational health management system, the safety specialists at the company sites and the staff at the plant practices ensure that working in our company is safe, remains safe and hazards are successively eliminated. The free provision of personal protective equipment is a matter of course for us. We pay attention to good workplace ergonomics in order to keep the physical strain on our employees to a minimum to the best of our ability. Since the components and organs of occupational safety are largely represented by our own employees, we take an active interest in the proper implementation of occupational safety regulations.

SIEPMANN-WERKE promotes employee awareness of health issues through a variety of activities. For example, health days, company medical examinations, workplace analyses and other activities are held regularly. In addition, SIEPMANN-WERKE has its own running group, which regularly represents the sporting side of SIEPMANN-WERKE at events and competitions.


### **A fair market for fair competition**

Because only a fair market enables fair competition, we have no stomach for price fixing, corruption and money laundering. Instead, we deal openly with conflicts of interest, regularly train our employees to do so, and naturally observe all export and customs regulations in the countries in which we operate.

### **Confidentiality & Data Protection**

The protection of personal data of our employees, customers and suppliers has high priority. For this reason, we collect, process and use personal data only to the extent permitted by law and internal guidelines that go even further than the law. In return, we expect our company and business secrets to be treated confidentially, even if an employment or contractual relationship should come to an end. If an employee, customer or supplier identifies



				
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deficiencies in this area, an independent data protection officer is available as a contact person for this purpose, who also regularly reviews the implementation of the requirements.

### **Quality and product safety**

SIEPMANN-WERKE attaches particular importance to the continuous control and improvement of product quality (see also our quality policy). We expect our employees to handle potential risks responsibly and to point them out to their manager.

### **Association membership - together we are stronger**

As a member of the VDMA, FDBR and IMU associations, we actively drive the development of the industry. Thanks to active participation in working groups and committees, we act effectively and purposefully with like-minded companies in the direction of politics and legislation. Compliance with antitrust issues is a matter of course for us.

### **Social commitment**

SIEPMANN-WERKE has existed at its site in Warstein-Belecke for more than 125 years, and from the very beginning it has shaped the social life of the town and the surrounding area. Even today, the company is aware of its social responsibility.

It is part of our self-image to participate in community life, to have a positive impact on the social environment and to help shape it.


Some of our employees and managers are an integral part of the volunteer fire department. We make these employees available for training and further education, and thanks to parking spaces close to the workplace, we ensure that firefighters are quickly available for their assignments, despite our large premises. In addition, participation in the volunteer fire department is also a personal concern for us, not only in terms of public safety, but also in terms of our own fire protection. As a solid forming company, we know how to deal with fire every day. Through active operational fire protection consisting of officers, fire protection assistants, emergency and alarm plans, regular practical training on extinguishing equipment as well as the control and compliance with structural fire protection measures, we actively reduce fire risks and can safely avoid critical damage in the event of fire incidents through activity-conscious behavior. We attach great importance to the good qualification of our employees in the field of fire protection and regularly train the contents of the fire protection documentation in a way that is comprehensible to everyone...Umwelt und Klimaschutz

Our company is located in the middle of the Sauerland on the edge of the Arnsberg Forest Nature Park and is surrounded by its forested mountains. With the Bilstein valley, a wildlife

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park and associated stalactite cave, the numerous lakes, nature reserves and local recreation areas and the Sauerland landscape and culture, the region is not lacking in livable uniqueness. It is precisely this environment that we appreciate. Protecting them is therefore a matter of course for us. For us, environmental protection is therefore on a par with other corporate goals, such as generating profits, and is established in the company as a binding environmental management system with internal and external regulations and standards. Our standards in this respect have always known only one direction: higher. We live this self-image not only internally, in all areas of the company, but also in the relationship with our customers and suppliers, and thus always try to promote a sense of responsibility for the environment in all directions. In regular audits, we check whether we are living up to our standards and sound out the potential for improvement. Numerous key figures on energy and resource consumption provide us with the basis for measuring our environmental protection efforts.

*The forging plant has been certified in accordance with the international environmental management standard DIN EN ISO 14001 since 2008. An environmental management system will also be introduced at the other sites in the medium term.*


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During product development and the introduction of new production processes, substances and processes are always reviewed with regard to their environmental compatibility. The assessment of the entire product development process is carried out not only from an economic point of view but also from an ecological one. If the use of hazardous substances cannot be avoided, the need is examined by various specialist departments as part of a material introduction procedure, compatibility with existing substances is confirmed and only centrally listed substances are used in the company. Nevertheless: Whenever possible, we strive for substitution and examine the possible use of environmentally compatible substitutes.

The objective of the environmental management system of SIEPMANN-WERKE GmbH & Co. KG is to continuously improve operational environmental protection and to ensure improved environmental performance. The organizational and technical measures, including specified emergency plans, take into account the best available technology. To this end, we set regular environmental and energy targets to which we are committed as a company.

We take our responsibility towards the environment seriously and take this into account when selecting materials, purchased parts, auxiliary and operating materials, packaging, disposal



				
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and logistics. However, our environmental awareness extends well beyond the boundaries of our premises. Each of our employees is informed about the safety aspects of products in connection with handling, use, return, recycling and disposal. We also transfer our requirements to our interested parties whenever possible and reasonable.

In addition to qualitative requirements, we place particular emphasis on compliance with our environmental and energy standards when selecting and introducing new suppliers. Supplier development and appreciative control of production conditions by mixed teams within the framework of on-site audits are for and the basis of a good supplier relationship.

We actively follow current technological developments with regard to offsetting fossil fuels and participate in supra-regional projects, e.g. for the establishment of a hydrogen model region. The share of renewable energies is also an assessment component when concluding energy purchase agreements. In the long term, it is our wish and ambition to be able to produce CO<sub>2</sub>-neutrally. However, until sufficient quantities of green energy sources are available and the associated technological progress in the generation of these media, decarbonization in the bulk metal forming and metal industry can initially only be achieved on a pro rata basis.

## Environmental protection in detail

### Material efficiency

To conserve resources, SIEPMANN-WERKE strives to use materials sparingly and efficiently in production. These are in particular steel and iron materials, operating materials and packaging materials. In our production processes, we pay attention to maximum efficiency and the greatest possible avoidance of waste. All materials used should be as non-hazardous as possible and, wherever possible, we use the more environmentally friendly alternative. We also apply these requirements to our service providers and suppliers in the context of outsourced processes.

As far as the use of hazardous materials is concerned, compliance with directives and legal requirements (REACH, RoHS, Frank Dodd Act, ...) in terms of **material compliance** is a matter of course for us. In addition, we constantly strive for substitution, i.e. we try to minimize the use of these substances by using non-hazardous substitutes.


### Hazardous substances management

Every employee has free access to the plant's internal hazardous substance databases. Before each use of hazardous substances and also regularly as part of routine training, instruction is given in the correct handling and relevant protective measures. All safety data sheets and

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operating instructions can be accessed on a daily basis in the company's own database, thus contributing to the safe use of the substances used.

### Waste management

SIEPMANN-WERKE is guided by the principle of sustainable recycling management. The primary objective is to reduce the total volume of waste and, in particular, to avoid hazardous waste. Where waste cannot be avoided, we are committed to environmentally compatible recycling. At SIEPMANN-WERKE, production waste mainly arises from metal processing and the surface treatment of products. In addition, packaging materials such as cardboard, plastic and wood are generated. By optimizing material cycles and avoiding, separating and recycling waste, we have been able to continuously reduce waste volumes in recent years.


### Water management

It is our claim to use water as efficiently as possible and to reuse it several times by recycling. We obtain the water from municipal utilities and also take it from the Wester watercourse, in whose valley the SIEPMANN-WERKE site is located. In accordance with legal requirements, it is then discharged via the company's wastewater system into the adjacent Möhne River, which extends only a few kilometers downstream to Lake Möhne, which in turn is one of the most important pillars of summer tourism in the region. The fact that we are allowed to do this at all is thanks to the high standards in the conservation of the water we use. In order to reduce drinking water consumption to a minimum, we use surface water at some sites for cooling, cleaning, in sanitary facilities or for irrigation. Here, too, we maintain a close and open relationship with the responsible authorities. By continuously measuring the quality of the water discharged and maintaining the wastewater facilities, we ensure that our operations do not pose a threat to the ecosystem of water bodies worthy of protection.

### Emissions and immissions

As a forging plant or metal processing company, we are aware of our environmental impact. By complying with the state of the art, we limit the impact on our surroundings and thus protect our environment. We comply with the technical regulations for keeping the air clean and also limit noise and vibration emissions to our neighborhood through technical and organizational measures. This already begins with the analysis and evaluation of environmental aspects in the respective organizational areas. In addition, we ensure healthy workplace quality in our factory halls by regularly checking and complying with the applicable workplace limits.



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## Energy management & climate protection

Our energy policy provides the framework for setting our strategic and operational energy targets.

As a company with core competencies in forging, welding, heat treatment and machining, we are well aware of the high energy consumption and use of our production facilities and ensure its appropriateness. We not only comply with legal requirements regarding energy use and consumption, but are committed to continuous reduction throughout the value chain - starting with research and development, through resource-efficient production, external processes and transport, to the use and disposal of our products. For example, we optimize plant technology in terms of energy consumption, look for energy-efficient processes and systematically modernize where it also contributes to climate protection. Whenever we purchase products or use services, we pay particular attention to their energy efficiency and potential to improve our own energy-related performance.

In order to meet our requirements in full, we make the necessary information, including the operational and strategic goals of our energy policy, available to all employees and make resources available to achieve them. Accordingly, the relevant documentation and communication takes place across all hierarchical levels, is regularly reviewed and updated as required.

*With regard to measures to reduce energy consumption and CO2 emissions, SIEPMANN-WERKE GmbH & Co. KG follows the requirements of the international standard for energy management (DIN EN ISO 50001). This specifies the requirements for continuous improvement of energy performance.*

## Transport & Logistics

As a company in the steel industry, transport and logistics are not exactly a small or "light" item. The transports between our sites and to our customers as well as the working routes of our employees have a strong impact on our environmental performance, which is why we will always remain on the lookout for even more efficient transport options.

By making optimal use of rail, for example for the raw material of our forges, and road, we try to minimize the environmental impact of product transport. In addition, we replace business trips with telephone and video conferences wherever possible and appropriate.

Warstein-Belecke, 10.02.2023

Management board

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