



KOSTAL

Declaration of principles on human rights

Human rights
are non-negotiable.



KOSTAL

Declaration of principles
on human rights



Languages

ONLINE VERSION

Deutsch

English

Content

1. Introduction	8	5. Implementation of the due diligence obligations	20
2. Scope and expectations	10	Risk management	20
3. Human rights and social responsibility	11	Risk analysis	20
Transparent recruitment of personnel	11	Preventive measures	21
No child labour	11	Remedial measures	22
No forced labour and no slavery	12	Effectiveness control	23
Freedom of association and the right to collective bargaining	12	Complaints procedure	23
No discrimination - equal treatment / prohibition of discrimination / diversity	12	Indirect suppliers	24
Fair working conditions (salaries and working hours)	13	Documentation	24
Education and training	13	Reporting	24
Health and safety in the workplace	13	Contact information	24
Security personnel	14		
Protection of minorities and indigenous peoples	14		
Responsible procurement of raw materials	14		
4. Environmental protection	16		
Environmental due diligence	16		
Protecting the climate	17		
Protection of natural resources and biodiversity	17		
Hazardous substances and waste	18		
Energy management	19		
Environmental management	19		

1. Introduction

KOSTAL is over 100 years old, and in all these years we have been and continue to be very successful in what we have done and are doing. In order to continue this, it is essential that we act in accordance with the law and with integrity, and it goes without saying that each and every one of us is committed to this.

As a globally active group of companies, KOSTAL takes particular responsibility for respecting human rights and protecting the environment both within its own organisation and in its global supply chains. Wherever we operate, we are committed to ensuring that human rights and the environment are respected.

As a family-run company, we know how to preserve, develop and pass on a legacy for future generations. Sustainable business practices that protect the environment and resources and that put people at the centre are key to preserving our heritage - perhaps even more so today than in the past.

We are convinced that respecting and recognising human rights is a fundamental element for sustainable and long-term success. We therefore endeavour to develop a corporate culture that supports these rights and avoids human rights violations in our own business and in our supply chains. In doing so, we emphasise the continuous involvement of all stakeholders and the cooperation of all companies in the KOSTAL Group.

We are committed to upholding all internationally recognised human rights. To this end, we not only comply with legal requirements such as the German Supply Chain Duty of Care Act, but also align ourselves towards international standards, including:

- UN Global Compact, of which we are a member
- United Nations Universal Declaration of Human Rights
- United Nations International Bill of Human Rights
- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights
- UN Convention on the Rights of the Child
- UN Convention on the Elimination of All Forms of Discrimination against Women
- Core labour standards of the International Labour Organization (ILO)
- United Nations Guiding Principles on Business and Human Rights (UNGP)

- OECD Guidelines for Multinational Enterprises
- UN principles for the empowerment of women
- We also observe the following conventions for the protection of the environment including:
 - Minamata Convention on Mercury
 - Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal
 - Stockholm Convention on Persistent Organic Pollutants (POPs Convention)

In its sustainability report via: <https://www.kostal.com/en-gb/unternehmen/sustainability/>, KOSTAL reports on its goals and its approach to reducing and preventing negative impacts on human rights and the environment, as well as on corresponding commitments, challenges and progress.

		
Andreas Kostal Executive Director	Kai Knickmann Managing Director	Dr. Gregor Mark Schmeken Managing Director



Andreas Kostal



Kai Knickmann



Dr. Gregor Mark Schmeken

2. Scope and expectations

This policy statement relates to our own business area and our suppliers.

All companies of the KOSTAL Group worldwide, irrespective of their legal form and the country of the branch, operating site or location, belong to the own business area. It applies to all employees of these companies, regardless of their position, function or level of employment, i.e. including managing directors and senior executives, to all members of the executive bodies of these companies and to all persons who are functionally equivalent to employees of these companies, such as temporary employees.

KOSTAL expects all these employees to observe the values, rights and concerns expressed in Sections III and IV at all times and to implement the measures listed in Section V to fulfil their due diligence obligations, including compliance with the KOSTAL Code of Conduct.

Suppliers are all those from whom we purchase goods or services.

We expect our suppliers to observe the values, rights and concerns expressed in sections III and IV at all times, to give us a contractual assurance at our request that they will comply with the KOSTAL Code of Conduct for Business Partners and strive to require their suppliers accordingly to adhere to these standards and comply with these commitments.

3. Human rights and social responsibility

Transparent recruitment of personnel

The world is changing and so is the business environment. The challenge for recruitment is to attract talents with the skills that are needed today and in the future. Competition for talent is fierce and the market for talent knows no bounds.

With KOSTAL's global employer branding strategy, the repeated campaigns and the broad spectrum of personnel marketing activities, KOSTAL specifically targets the relevant talent groups.

Based on a company tradition characterised by strength in innovation, KOSTAL offers its employees an environment in which they are encouraged through exciting and varied tasks and are given numerous opportunities for responsibility and creative freedom. With a broad portfolio of programmes, KOSTAL continuously provides opportunities that enable lifelong learning and personal and professional development.

When selecting new employees, KOSTAL pays particular attention to ensuring that the KOSTAL values are taken into account. It is important that future employees also bring the KOSTAL values to life and share KOSTAL's aspirations as a global player with practised family values. This is why KOSTAL not only checks the requirements of a position and the minimum qualifications when recruiting, but also whether an applicant's motivation fits in with the corporate culture.

No child labour

Any form of child labour, including the worst forms of child labour (e.g. illegal activities or work that may affect the health, safety or morals of children), is prohibited and must be avoided at KOSTAL. KOSTAL ensures that children are not hindered in their development, that their childhood, dignity, health, safety and education are not impaired and that they are protected by appropriate measures. To this end, KOSTAL checks the age of employees and applicants and complies with ILO Convention No. 138 on the minimum age for employment and No. 182 on the prohibition of the worst forms of child labour.

No forced labour and no slavery

KOSTAL expressly rejects any form of forced or compulsory labour, (modern) slavery or human trafficking and aligns its employer practices at least with ILO Convention No. 29 on Forced Labour and No. 105 on the Abolition of Forced Labour. Employees carry out their work on a voluntary basis and can leave their employer at any time in compliance with the applicable contractual provisions. The freedom of movement of KOSTAL employees may not be restricted. Employees must only show or hand over their proof of identification to other persons for legally defined purposes and only for a period of time that is sufficient to fulfil the legal purpose. There is no transfer of ownership of the identification documents. KOSTAL may not impose any financial charges such as fees or similar on employees in the context of recruitment or employment.

Freedom of association and the right to collective bargaining

KOSTAL employees have the right to freedom of association and to have their interests represented by elected representatives in accordance with ILO Conventions No. 87 on Freedom of Association and No. 98 on the Right to Organise. KOSTAL guarantees its employees the right to collective bargaining and recognises the right to collective bargaining without interference, discrimination, retaliation or harassment. KOSTAL employees are free to form and join trade unions or employee representative bodies, elect their own representatives and organise their activities. This will in no way lead to discrimination or disadvantage.

If KOSTAL operates in countries where the aforementioned rights are restricted by local laws, alternative local solutions will be found to ensure dialogue between KOSTAL and its employees.

No discrimination - equal treatment / prohibition of discrimination / diversity

In accordance with ILO Convention No. 111 on Discrimination in Employment and Occupation, KOSTAL rejects any discrimination based on age, gender, race, skin colour, social or ethnic origin, nationality, property, marital status, pregnancy, sexual orientation, health, disability, religious or political conviction or other characteristics protected by law. KOSTAL therefore prohibits any discrimination or violence, whether physical or psychological, especially against women, girls, transgender or queer persons and children.

The principles of equal treatment and equal opportunities as well as the principle of equal pay, i.e. equal pay for work of equal value regardless of gender in accordance with ILO Convention No. 100, are recognised and practised at KOSTAL. The personal dignity of each individual is protected and respected, and KOSTAL, as a globally active company, values and supports diversity. Offensive, hostile or intimidating behaviour is not tolerated by KOSTAL, nor is sexual harassment or other forms of psychological or physical abuse.

Fair working conditions (salaries and working hours)

KOSTAL complies with national labour laws without exception and respects the statutory minimum wages in order to at least provide employees with a livelihood and stands for fair working conditions along the entire supply chain; the internationally recognised standards of the International Labour Organisation (ILO) are binding for KOSTAL.

When determining working hours, KOSTAL complies with the requirements of ILO Conventions No. 1 and No. 30 on working hours or the respective local regulations. The safety and protection of employees is KOSTAL's top priority. KOSTAL therefore complies with local laws on breaks, rest periods and time off. Overtime and additional work are only ordered to the extent permitted by law and otherwise only in the manner permitted by law.

Education and training

One of KOSTAL's corporate values is „We promote what we demand“. This reflects KOSTAL's conviction that well-trained and competent employees are of the utmost importance for long-term success and competitiveness. KOSTAL promotes the continuous professional and personal development of its employees through a comprehensive range of training and development programmes. Digital learning opportunities are continuously expanded and improved so that all employees have access to individual development opportunities.

KOSTAL promotes the skills and talents of its employees as part of the Excellent Leadership Initiative and supports them individually in their professional and personal development. KOSTAL endeavours to fill vacant positions with its own employees first, thereby offering them long-term prospects for the future and retaining them in the company.

Health and safety in the workplace

KOSTAL always complies with the applicable national legislation on occupational health and safety and ensures that humane working conditions are maintained.

The KOSTAL Group has implemented numerous measures as part of its occupational health and safety management system to prevent accidents and illnesses. These include the identification, assessment and reduction of actual and potential accident and health risks, the recording and investigation of incidents, the training and instruction of employees in a form that they can understand, the provision of suitable work equipment and protective equipment as well as suitable measures for emergency prevention and defence.

KOSTAL regularly and systematically analyses the globally binding standards, implements them internally by developing new programmes and obliges employees to strictly comply with safety regulations.

Security personnel

When selecting, training and monitoring security personnel, KOSTAL takes care to avoid torture, cruel, inhuman or degrading treatment, danger to life and limb or restrictions on freedom of association by the security personnel.

Protection of minorities and indigenous peoples

KOSTAL respects the rights of local communities and indigenous peoples who may be affected by KOSTAL's business activities and always considers the local impact of its business activities. Where possible, KOSTAL takes appropriate measures to prevent potentially harmful impacts on the health, safety and livelihoods of local communities and indigenous peoples.

In accordance with ILO Convention No. 169, KOSTAL respects the principles of free, prior and informed consent of indigenous peoples in all its activities. KOSTAL respects the rights of indigenous peoples and their social and cultural heritage as well as their environmental and economic interests, including their relationship to the land and its management.

Responsible procurement of raw materials

Economic activity and environmental protection are mutually dependent and form the basis for sustainable and resource-conserving value creation.

KOSTAL conserves resources by continuously adapting the manufacture, quality and performance of its products with regard to their environmental compatibility and their impact on the climate, and by reducing the consumption of energy, water and raw materials and supplies. KOSTAL utilises renewable energies wherever possible.

KOSTAL makes a significant contribution to the sustainable use of resources through the responsible procurement of raw materials. For example, KOSTAL has introduced a due diligence process for the procurement of conflict minerals that complies with the EU Conflict Minerals Regulation and the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, and regularly audits the supply chain to ensure that the minerals used come only from traceable and certified sources. In particular, minerals may not be sourced

from high-risk smelters that are labelled by name. The sources of supply are always checked against the regularly updated list of Conflict-Affected and High-Risk Areas (CAHRAs). KOSTAL also complies with the EU Battery Regulation.

In the procurement of raw materials, KOSTAL does not participate in or favour actions that constitute illegal displacement or unlawful appropriation of land or other property such as forests or water.

4. Environmental protection

Environmental due diligence

As part of its diverse business activities in an international environment, KOSTAL is confronted with a large number of environmental regulations and additional or supplementary environmental standards. Compliance with these regulations and standards for the protection of human rights and the associated environmental law is an ongoing interdisciplinary process for KOSTAL, which is ensured by regular and systematic monitoring of compliance with the aforementioned regulations and standards within the KOSTAL Group, but also in the upstream supply chain. KOSTAL fulfils the requirements of the international conventions of:

- Minamata on mercury,
- Stockholm Convention on Persistent Organic Pollutants (POPs Convention) and
- Basel on the control of transboundary movements of hazardous waste and their disposal, and
- KOSTAL Group is constantly working on developing and implementing its own guidelines and procedures to protect the environment.
- KOSTAL acts with care in the design and manufacture of its products:
- KOSTAL's business activities comply with all applicable laws and regulations,
- Definition of clear targets to reduce the environmental impact for KOSTAL itself and its suppliers,
- Introduction of procedures to assess our environmental impact throughout the value chain and definition of strategies and initiatives to achieve the targets,
- Integration of environmental aspects into the strategies for risk assessment and qualification of suppliers,
- Introduction of internationally recognised environmental management systems and independent certification of production facilities.

It goes without saying that the relevant environmental requirements and issues within the KOSTAL Group are managed by competent employees who keep their expertise up to date through regular training.

Protecting the climate

KOSTAL recognises the scale and urgency of climate change and its serious consequences for our planet, society and the quality of human life. With a global production footprint, an extensive supplier base and millions of customers using KOSTAL's products, KOSTAL has a significant impact on the environment. KOSTAL continuously strives to conduct its business in an environmentally responsible manner, with a focus on reducing its carbon footprint.

KOSTAL has defined corresponding measures for Scope 1, 2 and 3 emissions in its corporate goals in order to work towards achieving the goals of the Paris Climate Agreement. KOSTAL monitors its CO2 footprint in accordance with the requirements of the GHG Protocol at product level and prepares a report on this.

On the road to sustainable production, KOSTAL has recognised that energy consumption, particularly electricity consumption at production sites, accounts for the majority of Scope 1 and Scope 2 greenhouse gas emissions. With this in mind, KOSTAL is focussing its efforts on generating and sourcing renewable energy, which also reduces the risk of dependence on fossil fuels and promotes the resilience of the entire business.

At KOSTAL, we see carbon offsetting as a „last resort“ to achieve climate neutrality. Therefore, we focus our activities on the direct or indirect reduction of emissions. We are making our processes and technologies more effective and thus consuming less energy. In the next step, we will switch our energy requirements to renewable sources.

Protection of natural resources and biodiversity

KOSTAL uses natural resources such as water and energy as sparingly and consciously as possible in its procurement and production processes.

At KOSTAL, we have defined a clear path to establish resource-efficient production processes at all our production sites. For us, resource efficiency means using our nature's limited resources responsibly while minimising our impact on the environment. As part of our sustainability and operational efficiency efforts, we focus on our energy consumption, water consumption and waste generation.

At most locations, the water is drawn from municipal sources and the wastewater is discharged into public sewage treatment plants.

KOSTAL is committed to the responsible use of water by monitoring water scarcity at all sites, regularly checking the water consumption of the sites and implementing measures to reduce water consumption, especially at sites located in climatic high-risk areas for water scarcity.

KOSTAL ensures that no contributions are made to the illegal conversion of natural ecosystems as part of its own business activities, nor does KOSTAL profit from this. This also includes illegal deforestation. In addition, KOSTAL also pays particular attention to the protection of biodiversity in the legal deforestation and conversion of other natural ecosystems and pursues the goal of preventing the legal deforestation and conversion of ecosystems in the value chain. KOSTAL also endeavours to minimise its contribution to global deforestation and forest degradation and complies with the EU Deforestation Regulation (EUDR).

Hazardous substances and waste

The use of hazardous substances in production and operations is subject to strict legal and industry-specific regulations. As part of our environmental management system in accordance with ISO 14001, we carry out regular audits of our chemicals management processes to check compliance with external and internal requirements. When handling chemicals and other hazardous substances that are stored or processed on KOSTAL premises or that arise during production, KOSTAL ensures that they are appropriately labelled and that suitable storage areas and processing procedures are provided and that employees are instructed. Hazards arising from these substances, such as air and soil pollution, water pollution and other harmful effects, are avoided as far as technically possible.

KOSTAL production sites are actively working to reduce the amount of hazardous materials used by regularly analysing these materials and looking for less harmful alternatives.

Reducing the amount of chemical substances used at the production sites not only minimises the impact of these substances, but also supports the goal of reducing the amount of hazardous waste generated.

Minimising the amount of waste generated by KOSTAL's business activities and maximising the amount of waste recycled or reused supports KOSTAL in its efforts to reduce its ecological footprint and limit its negative impact on the environment.

KOSTAL's primary goal in the area of waste management is to avoid waste. Where this is not possible, we endeavour to reuse it. When developing our products and optimising our manufacturing processes, we look for materials that can be reused or efficiently recycled and use manufacturing processes that limit the amount of waste generated.

At the KOSTAL sites where waste is generated, we always comply with site-specific legal, social and environmental regulations in order to dispose of waste responsibly. In order to record and monitor our progress in waste minimisation, we have defined waste-related performance indicators and regularly review the amount of waste generated and the amount of waste diverted for reuse and recycling.

Energy management

When implementing operational efficiency improvements, the KOSTAL Group focuses on optimising the use of energy, which can lead to savings in overall energy costs. However, as the KOSTAL Group continues to record growth in production volume and sales and is expanding its global presence, total energy consumption could increase in the medium term.

With this in mind, KOSTAL is focussing on becoming more energy efficient and measuring energy consumption in relation to revenue. The introduction of the „energy intensity“ indicator will enable the organisation to monitor the improvement in energy efficiency over time.

To drive forward energy efficiency at KOSTAL, the company has developed interim targets for reducing energy consumption and aims to reduce energy consumption in relation to revenue over the years.

Environmental management

KOSTAL is aware that all activities associated with the development, manufacture and sale of its products have a direct or indirect impact on the environment. KOSTAL has therefore set up an ISO 14001-certified environmental management system and reports on the environmental impact and the remedial measures taken as part of the sustainability report.

5. Implementation of the due diligence obligations

Risk management

KOSTAL has established a risk management system with regard to human rights and the environment. The procedures are designed to enable KOSTAL to respond as effectively as possible to the dynamic and ongoing assessment of human rights and environmental risks. KOSTAL also takes into account environmental risks that could ultimately have an impact on human rights.

KOSTAL regards human rights and environmental due diligence in the supply chain as a cross-sectional task. The Management Board has appointed a Human Rights Officer to monitor the fulfilment of due diligence obligations. He is a member of a steering committee made up of various technical experts. Our technical experts include representatives from the Legal & Compliance, Human Resources, Procurement & Supply Management, Sales, Environment, Quality, CSR and Controlling departments. At regular meetings, they discuss measures to protect human rights and the environment and identify cross-functional needs to further improve the human rights and environmental strategy.

In addition, regular dialogue takes place between these departments and experts from our Group companies to ensure that examples of best practice are identified and communicated within the KOSTAL Group.

The Human Rights Officer reports directly to KOSTAL's management on human rights and environmental risks and developments.

KOSTAL's ISO 14001-certified environmental management system is designed, among other things, to manage and ensure compliance with applicable environmental regulations.

Risk analysis

Dealing responsibly with risks is a key factor in KOSTAL's business activities. We therefore use risk analyses to assess the impact of our business activities on human rights and the environment in our own business area and at direct suppliers.

The risk analysis is carried out regularly, i.e. at least once a year. KOSTAL also analyses risks on an ad hoc basis, for example before starting a new business activity.

The risk analysis begins with the identification of risks. Risks are identified by systematically collecting data on environmental and human rights risks. The data comes from external sources (country and product group risks), from external audits, internal audits and other perceptions of our own employees and from information obtained through complaints or information from business partners. We use questionnaires and audits to analyse risks in greater depth.

The identified risks are then weighted and prioritised, taking into account appropriateness criteria such as the severity of the risk and the probability of occurrence, the nature and extent of KOSTAL's contribution to causing the risk and its ability to exert influence. If necessary, KOSTAL repeats the risk analysis process in order to assess, weight and prioritise the risks in more detail.

The results of the risk analysis are reported to the Executive Board, the Head of Purchasing, the Head of Sales and the Head of Development.

KOSTAL endeavours to further develop the risk analysis process in order to improve the understanding of human rights and environmental risks within the company and in its supply chains. The risk analysis carried out for the 2023 financial year, after the Supply Chain Act came into force, did not reveal any systematic risks to an extent that, taking into account the regulations and procedures already introduced in the company, made it necessary to take further measures to reduce risks beyond the existing regulations and procedures.

Accordingly, no prioritisation was initiated.

Preventive measures

On the basis of the risk analyses, KOSTAL defines and implements a series of preventive measures in its own business area and vis-à-vis direct suppliers in order to avoid or minimise human rights and environmental risks in itself and in its supply chains.

Prevention measures in our own business division include the implementation of special procurement strategies and purchasing practices. KOSTAL's procurement is based on international standards such as the UN Guiding Principles on Business and Human Rights, the UN Sustainable Development Goals (SDGs) and all laws on due diligence obligations in the supply chain.

All KOSTAL employees regularly receive training courses to raise awareness of human rights and environmental due diligence obligations. In addition, further risk-based training is provided in the relevant business areas such as purchasing, development and production. KOSTAL has a code of conduct for employees that emphasises the importance of compliance with the above-mentioned laws, regulations and international standards. KOSTAL employees receive regular training on the Code of Conduct and the importance of human rights and sustainability for KOSTAL's business activities.

KOSTAL intends to further intensify its cooperation with suppliers in order to promote human rights and environmental protection and minimise existing risks in these areas. Preventive measures vis-à-vis direct suppliers include a supplier selection process that takes into account our human rights and environmental expectations, as well as contractual assurances and customised training in this regard.

The contractual assurances relate to compliance with the KOSTAL Code of Conduct for Business Partners. It places the same requirements on our direct suppliers as the Code of Conduct does on our employees. The contractual assurance of the direct supplier includes the obligation to address the standards of the KOSTAL Code of Conduct for Business Partners along their supply chains.

With these measures, we want to enable contractual partners to improve human rights and environmental grievances instead of terminating the business relationship with them and thus excluding them from the supply chain. KOSTAL also agrees risk-based control mechanisms (e.g. audits) with its direct suppliers and also carries these out in order to check compliance with human rights and environmental expectations.

KOSTAL will continue to use its influence to prevent and address risks to human rights and the environment in its supply chain.

Remedial measures

KOSTAL pursues a zero-tolerance policy with regard to violations of human rights and environmental obligations. Although KOSTAL has established a risk management system in this regard, such violations cannot be completely prevented. In line with best practices for compliance, KOSTAL has strict guidelines and procedures in place to recognise such violations as early as possible and to respond swiftly and appropriately.

If we identify violations of human rights or environmental obligations that arise from or are caused by our business activities, we will take immediate remedial action or cooperate in order to immediately end or mitigate the violation on the basis of internal guidelines and an escalation and remediation plan.

KOSTAL seeks dialogue with suppliers and business partners in order to find a joint solution and end or mitigate the infringement. KOSTAL relies on the contractual assurances of its direct suppliers.

As a last resort, KOSTAL reserves the right to terminate a business relationship in contracts with suppliers if the supplier does not take appropriate measures to prevent, terminate or mitigate the offence.

Effectiveness control

To ensure that the preventive and remedial measures taken by KOSTAL and the complaints procedure are effective and that our requirements are met, we review these measures and the complaints procedure annually and on an ad hoc basis.

Within the supply chain, we check the effectiveness of the measures by carrying out risk-based checks on our direct suppliers, including on-site audits. In addition, KOSTAL employees are required to regularly prepare a brief risk analysis during business visits and submit it to us.

Complaints procedure

KOSTAL maintains an independent compliance hotline that can be used to report human rights and environmental risks as well as violations of human rights and environmental obligations, actual or potential violations of laws and other serious misconduct. This can be done anonymously. KOSTAL favours reports with the name of the whistleblower, as this usually facilitates communication and clarification of the facts, but providing a name is voluntary. Reports can be made via a website, but also by telephone and in a variety of languages.

Use the independent compliance hotline is not only for employees of the KOSTAL Group, but also employees of direct and indirect suppliers and any other person from anywhere in the world can use this reporting and communication channel at any time.

The compliance hotline is accessible both via the KOSTAL intranet (Metis) and via the KOSTAL Group website.

Every incoming report is taken seriously and processed in strict confidence. All reports are examined impartially and carefully; the persons dealing with them are independent and not bound by instructions. Any breaches of the rules that are identified are rectified promptly and sanctioned appropriately.

Whistleblowers who report established or suspected violations in good faith are comprehensively protected against discrimination and disciplinary measures, even if the report subsequently turns out to be unjustified.

The rules of procedure and further information on the accessibility, responsibility and implementation of the complaints mechanism are published under the following link: <https://www.kostal.com/en-gb/verantwortung/code-of-conduct/report-compliance-violation/>

Indirect suppliers

In the event of substantiated knowledge of a violation of a human rights or environmental obligation by indirect suppliers, KOSTAL will carry out a risk analysis and, if necessary, implement suitable preventive measures and take appropriate remedial action to end or mitigate any violations immediately.

Documentation

We document the fulfilment of our human rights and environmental due diligence obligations internally on an ongoing basis and retain the documentation for at least seven years from the date of creation.

Reporting

KOSTAL reports once a year on the fulfilment of due diligence obligations. The report is submitted to the Federal Office of Economics and Export Control (BAFA) and published on our website.

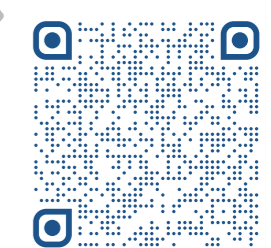
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Company code
for registration:
108466

Speak Up



Compliance contact
of the KOSTAL Group

KOSTAL

Values

Our values



We have our feet on the ground.



We are decent.



We make it easy.



We do things with feeling.



We do what is necessary.



We form a bond and the bond is binding.



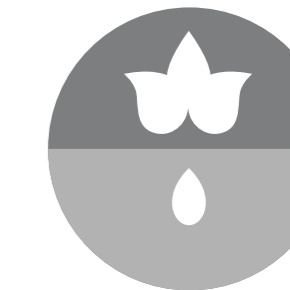
We encourage people to achieve what we expect.



We are moved by what we do and aim to move others.



What we do, we do with conviction.



We shape the future today.

Legal notice

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KOSTAL Group

The KOSTAL Group is an internationally operating family business with headquarters in Germany that specialises in the development and production of electronic and mechatronic products for the automotive industry and industrial applications. The company was founded in 1912 by Leopold Kostal. Today, the group comprises several business areas, including automotive electrics, connector systems, industrial electronics, photovoltaic inverters, charging technology and test systems.

KOSTAL Automobil Elektrik

Performance / comfort electronics
and driving / comfort controls
elements for vehicles

KOSTAL Connectors

Connector systems
for the automotive industry

KOSTAL Industrie Elektrik

Control and power electronics
electronics, drive controllers
and inverters for
photovoltaic systems

SOMA

Industrial solutions for
testing technology &
automation, dosing
technology and worker
assistance

Compleo

Charging technology for
electromobility



KOSTAL CODE OF CONDUCT