

**HAHN+KOLB**  
GROUP



**Human Rights and Human Rights Due Diligence**

# **Declaration of Principles**

HAHN+KOLB Tools GmbH

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In its principles and corporate values, the HAHN+KOLB Group is committed to complying with all applicable laws and implementing high ethical standards. For this reason, as part of its affiliation with the WÜRTH GROUP, it has joined the UN Global Compact, the world's largest and most important initiative for responsible corporate governance. Every single employee of HAHN+KOLB Werkzeuge GmbH is responsible for implementing the guidelines on human rights. The Human Rights Officer is responsible for implementing and enforcing the contents of this declaration of principles.

### **Risk management**

HAHN+KOLB Werkzeuge GmbH carries out systematic risk assessments of the products used and the processes applied. The human rights-related risk analysis of the supply chain takes into account the risks of the sourcing countries, sectors and products. In addition, the risk analysis considers the influences that the business model and purchasing practices of HAHN+KOLB Werkzeuge GmbH have on suppliers. Information from external sources and experience from corresponding internal company departments such as auditing and procurement are included in the risk classification. Our risks are primarily found in the upstream value chain. The findings of the risk analysis are decisive for supplier evaluation and selection.

### **Implementation**

At HAHN+KOLB Werkzeuge GmbH, all employees are made aware of human rights issues as part of compliance training. The training courses include an in-depth examination of human rights and compliance with them. In addition, the contents of the non-discrimination policy and the Supplier Code of Conduct of HAHN+KOLB Werkzeuge GmbH as well as the principles of a sustainable supply chain are communicated. All training courses are fundamentally aimed at sensitizing, informing and activating employees in order to proactively promote the joint protection of human rights due diligence.



### In the value chain

All business partners and suppliers of HAHN+KOLB Werkzeuge GmbH as well as their direct and indirect partners undertake to respect, comply with and promote human rights and to act in accordance with the principles laid down. If a supplier qualifies as a supplier for HAHN+KOLB Werkzeuge GmbH, it undertakes to comply with the Code of Compliance and the Supplier Code of Conduct of HAHN+KOLB Werkzeuge GmbH as part of the supplier agreements. Suppliers must therefore also comply with ethical business practices, human rights and environmental standards.

If violations occur at suppliers, improvement measures are demanded by a defined date - depending on the severity of the violation - and then checked for implementation. If no improvements are made, this can lead to the termination of the supplier relationship. As part of our commitment to economic and social responsibility, we aim to improve the general conditions together with our suppliers.

HAHN+KOLB Werkzeuge GmbH offers internal and external persons the opportunity to report complaints and information on human rights violations via the following e-mail address:

**[sustainable.procurement@hahn-kolb.de](mailto:sustainable.procurement@hahn-kolb.de)**

Ludwigsburg, 03.06.2024



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Jacqueline Wiertz  
Management



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i.V. Frank Heinzmann  
Human Rights Officer