



Code of Conduct

CONTENTS

1. Preface
2. Corporate responsibility, ethics and working conditions
3. Environmental and climate protection
4. Business relationships
5. Market behavior
6. data protection
7. Legal consequences

1. PREFACE

► **Inovatools: Not just a tool supplier, but a reliable partner**

Inovatools was founded in Beilngries in 1990 for tool production. In 1992, construction began in Kinding-Haunstetten at the current headquarters. Since our company was founded, we have grown steadily and today have production and sales locations worldwide in over 40 industrialized countries.

Personal commitment, customer proximity, qualified employees and rapid response to changing market needs have made us one of the leading tool specialists in Central Europe over the last 30 years.

Today the name Inovatools stands for the best possible combination between tradition and permanent innovation and puts customer satisfaction at the center of its strategy.

As a competent partner, we support your success and always offer excellent service and innovative products of the highest quality.



2. CORPORATE RESPONSIBILITY, ETHICS AND WORKING CONDITIONS

▶ Human rights

The supplier undertakes to comply with human rights in accordance with the “Universal Declaration of Human Rights” of the United Nations.

▶ Children Work

Inovatools rejects any form of child labor along the entire value chain. The supplier undertakes to prevent and reject any type of child labor in its company, its sub-suppliers and service providers. The definition of child labor is based on the core labor standards of the ILO (International Labor Organization, Conventions No. 138 and 182). The minimum age of a worker established under the Convention shall not be less than the age at which compulsory education ends and in no case less than 15 years. The minimum age for admission to employment or work which is likely to be dangerous to the health or morals of young people due to its nature or the conditions in which it is carried out may not be less than 18 years.

▶ Forced Work

The supplier undertakes to prevent and reject any form of forced labor in accordance with the core labor standards of the ILO (International Labor Organization, Conventions Nos. 29 and 105), including forced prison labor, forced labor or human trafficking. All work must be voluntary and employees must be able to terminate the work or employment relationship at any time by giving the employer appropriate notice.

▶ Equal opportunities and discrimination

In accordance with the core labor standard of the ILO (International Labor Organization, Convention No. 111), the supplier undertakes not to hire anyone on the basis of ethnic, national or social origin, religion, gender, skin color, age, disability, ideology, sexual orientation or political opinion, insofar as these relate to democratic principles and tolerance towards those who think differently. The Supplier is expected to treat its employees fairly, free from sexual harassment, sexual abuse, physical punishment or torture, mental or physical coercion or verbal abuse, and without threat of such treatment.

▶ Freedom of association

The supplier undertakes to recognize the fundamental right of all employees to be able to form and join trade unions and employee representatives. Where this right is limited by applicable local laws, alternative, legally compliant options for employee representation should be promoted by the supplier.

► **Wages and working hours**

The supplier undertakes to pay remuneration and social benefits that at least correspond to the legally valid and guaranteed minimum. If there are no legal or collective agreement regulations, they are based on the industry-specific, local collective remuneration and benefits that ensure an appropriate standard of living for employees and their families. In addition, the supplier undertakes to comply with the applicable legal regulations regarding working hours and vacation.

► **Occupational health and safety**

The supplier undertakes to comply with at least the respective national standards for a safe and hygienic working environment and, within this framework, to take appropriate measures to ensure the health and safety of its employees. The supplier also observes all national and international product safety regulations and specifications.

► **Conflict materials**

The supplier undertakes not to supply or purchase any products in accordance with Regulation (EU) 2017/821 and the Dodd-Frank Act (Dodd Frank Wall Street Reform and Consumer Protection Act of 2010) that contain substances, their starting minerals or derivatives come from a conflict region where they contribute directly or indirectly to financing or supporting armed groups.



3. ENVIRONMENT AND CLIMATE PROTECTION

▶ **Legal requirements**

The supplier undertakes to observe environmental protection with regard to applicable laws and international standards. All required permits, licenses and registrations must be in place. In addition, the supplier must fulfill its operational obligations and reporting obligations.

▶ **Energy and resource efficiency**

The supplier undertakes to use natural resources sparingly. Negative impacts on the environment and the climate should be eliminated or minimized through processes such as modifications to the production process, recycling, preservation or material exchange.

4. BUSINESS RELATIONSHIPS

▶ **Avoidance of conflicts of interest**

The supplier undertakes to make decisions solely on the basis of objective business-related considerations and not under the influence of personal interests.

▶ **Corruption**

Inovatools does not tolerate corruption along the entire value chain. The Supplier undertakes to ensure that its employees, subcontractors or agents do not give, offer or accept bribes, kickbacks, improper donations or other payments or advantages to customers, public officials or other third parties.

▶ **Gifts, entertainment and invitations**

The supplier undertakes not to offer Inovatools employees or third parties any direct or indirect advantages in the form of gifts, entertainment or invitations to exert undue influence.

5. MARKET RELATED

▶ **Fair competition**

The supplier undertakes to respect fair competition and to carry out all business activities in compliance with applicable antitrust laws and regulations.

▶ **Money laundering**

The supplier undertakes to only maintain business relationships with business partners whose integrity he is convinced of. The supplier ensures that the applicable legal provisions against money laundering are not violated.

6. DATA PROTECTION

▶ **Data protection**

The supplier undertakes to comply with all applicable laws regarding the protection of personal data of employees, customers, suppliers and other business partners.

▶ **Protection of know-how, patents, operational and business secrets**

The supplier undertakes to respect the know-how, patents, trade and business secrets of InovaTools and third parties. Such information may not be passed on to third parties without the prior express written consent of InovaTools or in any other unauthorized manner.

5. LEGAL CONSEQUENCES

In the event of non-compliance with the principles and requirements described by a supplier or partner, Inovatools reserves the right to terminate the business relationship with them by extraordinary termination. It is at the discretion of Inovatools to waive such consequences and instead take alternative measures, provided that the supplier or partner immediately initiates countermeasures to eliminate the grievances.

With this Code of Conduct for Suppliers, Inovatools aims to establish and ensure a low-risk procurement strategy and the associated long-term, cooperative supplier relationships.

With his signature, the supplier undertakes, in addition to the obligations arising from delivery contracts, to recognize and comply with all principles and regulations of the code of conduct.

Place, Date

Print Name

Signature

Function

Company stamp

InovaTools®

GERMAN TOOLS GROUP



HAUPTSITZ / HEADQUARTER GERMANY

Inovatoools Eckerle & Ertel GmbH
Im Hüttental 3-6
85125 Kinding - Haunstetten
Tel: +49 (0) 84 67 / 84 00-0
Fax: +49 (0) 84 67 / 796
info@inovatoools.eu

NIEDERLASSUNG / BRANCH AUSTRIA

Inovatoools Austria GmbH/Fertigung
Sportplatzweg 11
A-6414 Mieming
Tel: +43 (0) 5264 / 6219-0
Fax: +43 (0) 5264 / 6219-33
info-mieming@inovatoools.eu

NIEDERLASSUNG / BRANCH GERMANY

Inovatoools Eckerle & Ertel GmbH
In der Buttergrube 1
99428 Weimar - Legefild
Tel: +49 (0) 36 43 / 90 01 75
Fax: +49 (0) 36 43 / 77 57 72
info@inovatoools.eu



www.inovatoools.eu

NIEDERLASSUNG / BRANCH PORTUGAL

Inovatoools Portugal, Unipessoal, LDA
Rua da Indústria Metalúgica, 593
Cumeiras Embra
P-2430-528 Marinha Grande
Tel: +351 244 566 731
info-portugal@inovatoools.eu

NIEDERLASSUNG / BRANCH ITALY

Inovatoools Italy SRL
Via Malavolti 45/a
I-41122 Modena
Tel: +39 059250930
Fax: +39 0592559851
info-modena@inovatoools.eu