



GUIDELINE LABOR & HUMAN RIGHTS MARBACH GROUP



PERFORMANCE
since 1923

We at the Marbach Group are committed to conducting our business in a manner that protects the safety, health, and well-being of our employees and other persons affected by our activities.

We strive to respect and promote labor and human rights in accordance with the UN Guiding Principles on Business and Human Rights.

Our policy applies to the entire Marbach Group, all domestic and foreign group companies. It covers all employees, managers, contractors, and business partners.

THE MARBACH GROUP IS COMMITTED TO ENSURING THE FOLLOWING:

- The health, safety, and well-being of our employees and other stakeholders, including local communities
- Proactive identification and mitigation of health and safety hazards and risks
- Respecting employees' rights to freedom of association and assembly
- Training employees to develop their skills and enhance greater job satisfaction
- Working hours, holidays, and vacation time are determined in accordance with local laws and agreements

WE PURSUE THE FOLLOWING GOALS IN THE AREA OF HUMAN RIGHTS:

- Prohibition of forced labor, child labor, and human trafficking in any form
- Ensuring equal opportunities and the prevention of discrimination or harassment based on gender, ethnicity, age, skin color, disability, national origin, sexual orientation, religion, social status, marital status, or any other legally protected status

WE WILL MONITOR OUR PROGRESS TOWARD ACHIEVING THE FOLLOWING GOALS BY 2028:

- Reduction in workplace accidents by 5% compared to the reference year 2024
- Increase in total training hours by 10% compared to the reference year 2024
- 100% of all employees receive annual occupational safety training
- No compliance incidents

The Occupational Safety Committee and Human Resources are responsible for developing the Labor and Human Rights Policy and proposing annual targets to senior management. They must also identify the best practices and tools that the company can use to achieve its commitments and goals.

The policy is updated regularly by management and any changes are communicated to the relevant parties. The Occupational Safety Committee and the Human Resources department are available to answer any questions or provide feedback on the policy.

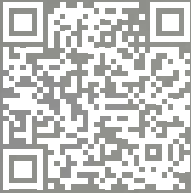
We communicate openly and, in a dialogue-oriented manner, about the requirements of this labor and human rights policy and its implementation to employees, customers, suppliers, stakeholders and other interest groups.

We offer our employees and business partners access to a protected mechanism for confidentially reporting possible violations of the principles of this policy. If you have any information, please contact the following person or department directly or anonymously:
whistleblower-DE@marbach.com.

A handwritten signature in blue ink, appearing to read 'P. Marbach', written in a cursive style.

Peter Marbach

Owner & Managing Director
Marbach Group



Indications of violations

Detailed information on this can be found on our homepage:

www.marbach.com/en/daten/whistleblower-system

Marbach Group

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PERFORMANCE.
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