



## ESCO COUPLINGS

# Labor and Human Rights

### **Discriminatory attitude**

#### **Equal opportunities and prohibition of discrimination**

Esco Couplings opposes all forms of discrimination. Esco Couplings respects human dignity. The strength of Esco Couplings also lies in the diversity of its employees, a diversity that is part of its corporate culture. Esco Couplings therefore expects everyone to behave in a dignified and respectful manner towards all other individuals. Esco Couplings uses all means at its disposal to prevent discrimination based on ethnic origin, gender, worldview, religion, age, disability or sexual identity.

### **Social responsibility**

#### **Opposition to child labour**

Esco Couplings strictly opposes child labor. The protection of children is particularly important to Esco Couplings. At Esco Couplings, the employment of persons under the minimum legal working age is strictly prohibited.

#### **Opposition to forced labour**

Esco Couplings distances itself from any form of forced labor or exploitation of employees, especially children and adolescents. Esco Couplings strictly opposes such exploitation. Its employees do their work voluntarily in accordance with their free personal decision and not under intimidation or threat of direct or indirect violence.



## **Freedom of association**

Esco Couplings employees have the right to form associations or organizations for the purpose of promoting the protection of employees' interests and to join or leave organizations of their own choosing.

## **Fair working conditions and occupational health and safety**

Esco Couplings follows applicable regulations to ensure fair working conditions and protect the health of its employees. The health and safety of its employees is particularly important to Esco Couplings. Esco Couplings therefore complies with relevant laws and regulations and observes relevant design principles to ensure a safe and healthy working environment.

A handwritten signature in blue ink, appearing to read 'L. Schmidt'.

Laurent Schmidt  
Esco Couplings CEO



## ESCO COUPLINGS

# Code of conduct and Ethics

### **General code of conduct**

The principles of conduct set out in this Code of Conduct information apply to future cooperation between Esco Couplings and its business partners; they form the binding basis for all future business activities. Esco Couplings is committed to complying with the Code of Conduct and to contractually obliging its suppliers to comply with it as well.

### **Compliance with applicable law**

Esco Couplings conducts its business activities in accordance with applicable local and international laws. Esco Couplings expects its employees worldwide to know and follow the laws, regulations and internal rules that affect Esco Couplings. Esco Couplings trains its employees to ensure this happens.

### **Ethical Business Conduct**

#### **Competition law and antitrust**

Esco Couplings is committed to free and fair competition. This includes not engaging in any advertisements that disparage competitors or their products. Esco Couplings develops, designs, and tests its products itself and Esco Couplings strives to succeed solely through the success of its customers resulting from their use of its products. Esco Couplings is confident that in competition with other companies, Esco Couplings will succeed due to its high-quality products and the comprehensive expertise of its staff. Esco Couplings resolutely rejects any collusion aimed at influencing free competition and resolutely opposes any form of non-compliance with these regulations. In business transactions, Esco Couplings conducts itself with integrity and awareness of its responsibilities.

#### **Corruption and emoluments**

Esco Couplings is explicitly opposed to any form of corruption. Corporate decision-making should never be influenced by the promised acceptance or granting of a benefit/advantage. Esco Couplings obtains competitive advantages solely based on the quality of its products and services. Acting in accordance with these stipulations requires transparency and trust within the company and with its business partners.



## **Money Laundering Prevention**

Esco Couplings does not engage in transactions to introduce money or other assets obtained or acquired criminally or illegally into the legitimate financial or business cycle or to disguise the origin of money or other assets obtained criminally or illegally.

Esco Couplings has implemented suitable and appropriate control and prevention measures.

## **Data protection and data security**

Within the framework of the law, Esco Couplings wants to guarantee the highest degree of protection and the best security for the data of its employees, customers, and business partners. This is an important basis for promoting trust in its business activities. Esco Couplings collects, processes, or uses data only if it is necessary for a specific, defined, and authorized purpose. The transfer and use of data and the prohibition of access to data are specially protected activities. Esco Couplings is committed to acting within the framework of applicable laws and to always respecting the personal rights of others.

## **Expertise**

Esco Couplings needs his knowledge to provide its customers with the best solutions for their needs. Such knowledge may therefore only be used for the benefit of Esco Couplings customers, may not be made accessible to third parties and is subject to company secrecy during and after termination of employment. Technology and expertise will be used and transferred in such a way that the protection of intellectual property rights, trade secrets and protected expertise is guaranteed even after the end of the business relationship.



Laurent Schmidt  
Esco Couplings CEO



## ESCO COUPLINGS

# Environment Protection

### **Environmental and climate protection**

Esco Couplings (EC) considers protection of the environment and climate to be an important element of its corporate activity.

Avoiding harm to the environment and using limited resources sparingly are therefore fixed components of its corporate responsibility.

For this reason, EC uses its influence to ensure optimum, responsible conditions in connection with the procurement, manufacture, sale, and use of its products.

The employees of EC share its convictions and conduct themselves accordingly.

### **Wastewater and emissions**

EC has installed an appropriate environmental management system and created responsible conditions for monitoring, assessing, and minimising wastewater discharge and the release of air and noise pollution and greenhouse gas emissions and for ensuring compliance with all regulations applicable thereto.

### **Waste and hazardous substances**

EC follows a systematic approach to reducing waste and to recycling it or disposing of it responsibly.

Chemicals and other substances that pose a hazard when released into the environment are identified and managed to ensure safety during their handling, transport, storage, use, recycling or reuse, and disposal.

### **Raw materials and natural resources**

EC is constantly working to reduce or, where possible, avoid use and consumption of raw materials and natural resources, including water and energy.

To this end, EC designs operating procedures and manufacturing processes to use alternative materials wherever possible and to conserve materials by means of recycling or reuse.

Energy consumption is monitored and documented; EC implements targeted economic solutions for improving energy efficiency and minimising energy consumption of our buildings, by using insulating materials, installation of photovoltaic panels and heat pump. In addition, a manager is appointed in each subsidiary to improve energy efficiency.



Laurent Schmidt  
Esco Couplings CEO