

# Sustainability policy

## Preamble

LAUDA DR. R. WOBSE GMBH & CO. KG, hereinafter referred to as LAUDA, as a value-orientated family business, is committed to its responsibility for sustainable management and strives to harmonize economic, ecological and social aspects in conjunction with responsible action. Our aim is to make a positive contribution to society and the environment with our products, services, processes and behavior. LAUDA is committed to the ten universally recognized principles of the Global Compact<sup>1</sup> and, where applicable, to the 17 Sustainable Development Goals<sup>2</sup> (SDG) of the United Nations. Sustainability is an integral part of our corporate strategy and determines our daily actions.

This sustainability policy applies to all LAUDA employees, including managers. LAUDA expects its business partners to respect and implement the principles set out in this policy and in the LAUDA Code of Conduct<sup>3</sup>. It forms the framework for our commitment in the areas of responsible conduct, ethics, labor and human rights, environmental protection and sustainable procurement.

## 1. Responsible behavior

Adherence to principles and ethical behavior form the foundation of our actions. We are committed to complying with the law and self-imposed requirements. Fundamental to us are honesty, fairness and transparency in our dealings with our employees, business partners and the public.

LAUDA is committed to complying with all applicable anti-corruption laws. We value ethical business practices and, therefore, actively support efforts to prevent, detect and penalize fraud and money laundering.

LAUDA does not tolerate any form of corruption or bribery. This applies in particular to any unlawful offers of payment or similar benefits to government employees and other decision-makers in order to influence them in any way. Similarly, none of the employees may accept benefits or obtain personal advantages that are likely to influence decisions. The acceptance of gifts and hospitality by LAUDA employees is only permitted within the scope of customary business practices and to an appropriate extent. Specific guidelines on this have been defined and communicated to employees. In addition, LAUDA employees are strictly required to avoid any actions that could be interpreted as fraud or money laundering.

## 2. Labor & Human rights

### 2.1 Respect and responsibility

We respect the human dignity and personal rights of all employees and externally interested parties. Discrimination, harassment or abuse will not be tolerated. LAUDA ensures that working conditions comply with the standards of the International Labor Organization (ILO)<sup>4</sup>. LAUDA encourages dialogue with its employees and offers them the opportunity to raise their concerns and complaints confidentially. LAUDA respects the cultural and social conditions at the locations where the company operates and combines regional ties with a cosmopolitan outlook.

## 2.2 Prohibition of child and forced labor

LAUDA undertakes to comply with all applicable laws and regulations prohibiting child and forced labor and firmly rejects this in any form. The minimum age for employment complies with the requirements of ILO Convention 138 on the minimum age for admission to employment. Employees are free to terminate their employment relationships at any time and without threat of punishment

## 2.3 Equal treatment and non-discrimination

LAUDA is committed to the principle of equal treatment and non-discrimination. Decisions in connection with employment are based solely on qualifications, performance and the requirements of the respective position. LAUDA promotes diversity, inclusion and equal opportunities in all areas of the company. Discrimination on the basis of gender, race, religion, nationality, ethnicity, sexual orientation, disability or any other legally protected characteristic is not tolerated.

LAUDA is committed to equality for all genders. This includes equal pay for equal work, equal career opportunities and the special promotion of women for management positions.

## 2.4 Protection from abuse and harassment

LAUDA ensures a working environment that is free from any form of abuse and harassment. In particular, this includes

- **Prohibition of physical violence:** Corporal punishment, threats of violence or other forms of intimidation are strictly prohibited.
- **Prohibition of sexual harassment:** Any form of sexual harassment, including verbal abuse or exploitation, is strictly prohibited.
- **Prohibition of psychological violence:** Insults, humiliation or other forms of psychological violence are not tolerated.

Those affected can contact the reporting mechanisms mentioned under point 5 in confidence.

## 2.5 Fair working conditions and safety in the workplace

LAUDA guarantees fair working conditions and safety in the workplace for all employees. This includes

- **Wages and salaries:** LAUDA attaches great importance to ensuring that all employees receive remuneration that enables them to live in dignity. Employees are remunerated in accordance with the applicable laws and relevant collective labor agreements. The exact level of remuneration depends on the job requirements, experience and qualifications of the respective employee. LAUDA ensures that all employees receive remuneration that exceeds the statutory or industry minimum wage.

- **Additional benefits:** LAUDA offers its employees numerous additional benefits, including a company pension scheme, bicycle leasing, the use of company vehicles, employee discounts and training and development opportunities.
- **Career management:** LAUDA trains and promotes talent in a targeted manner. LAUDA endeavors to shape the individual career paths of its employees. To this end, the company offers various personnel development programs and measures, as targeted further and advanced training.
- **Working hours:** LAUDA offers its employees flexible working time models to enable a good work-life balance. This includes flexible working hours without core working hours, working from home where possible and the option of working part-time.
- **Exchange of information and participation in working conditions:** LAUDA attaches great importance to a regular and transparent exchange of information with its employees. There are various channels through which employees can express their opinions and participate in the organization of their working conditions, e.g. employee meetings, works meetings, management Q&A sessions and the works council.
- **Employer-employee relationship:** LAUDA is committed to working with its employees and their representatives in a spirit of partnership and trust. LAUDA respects the right of employees to organize themselves freely and without fear of reprisals and to engage in collective bargaining. An elected works council represents the interests of employees and is involved in important decision-making processes. Compliance with collective agreements and the promotion of constructive dialogue between employers and employees are a high priority.
- **Working environment:** LAUDA is committed to ensuring a safe and healthy working environment for all employees. This includes the provision of protective equipment, the provision of instruction on occupational health and safety, modern and ergonomically designed workplaces and the implementation of accident prevention measures.
- **Employee health:** The health of all employees is particularly important to LAUDA. One special measure is the free use of gyms and the local swimming pool. In addition, sporting leisure activities such as the LAUDA running club and cycle tours are promoted.
- **Data protection:** LAUDA has defined a separate information security policy. In this policy, we undertake, among other things, to guarantee the confidentiality and integrity of all personal data.

### 3. Environmental protection

LAUDA is committed to protecting the environment by using resources sparingly and reducing or, if possible, completely avoiding the environmental impact of our activities. We achieve this by considering and applying environmentally friendly technologies, developing and selling durable and energy-efficient products, establishing environmentally friendly processes and environmentally conscious behavior.

Wherever technically and economically feasible, LAUDA favors the reuse and recycling of water in our production processes. In this way, we avoid wasting the valuable resource of water.

LAUDA is committed to handling hazardous substances responsibly in order to protect the environment and its employees.

LAUDA is committed to avoiding waste, especially hazardous waste, as far as possible. Unavoidable waste is collected separately and recycled at a high rate. Wherever possible and sensible, we rely on the use of durable reusable packaging for transport and storage.

LAUDA is consistently digitalizing its processes. This reduces paper and travelling expenses, for example.

LAUDA is committed to reducing digital waste through efficient data management, regular memory cleansing and the promotion of "digital order" among employees.

LAUDA promotes a conscious approach to e-mail communication in order to avoid unnecessary data transfers and reduce the digital environmental impact.

LAUDA focuses on optimizing digital meetings through efficient planning, reducing video streams where possible and using energy-efficient conference systems.

LAUDA continuously strives to optimize its data centers and server rooms and to use energy-saving hardware in order to minimize energy consumption. This is an important contribution to green IT and energy efficiency.

LAUDA favors sustainable IT infrastructure solutions, for example by using cloud services and thin clients where this makes sense and is secure.

LAUDA takes responsibility for the entire life cycle of our products. We, therefore, offer our customers professional disposal of devices and refrigerants.

LAUDA actively promotes environmentally friendly mobility solutions for its employees. This includes the implementation of e-charging stations, the promotion of carpools, car sharing and an attractive bicycle leasing program.

LAUDA is committed to the increased use of renewable energies through in-house generation, e.g. with photovoltaics, or through purchasing to cover our energy requirements.

LAUDA pursues a strategy of sustainable growth through targeted investments in energy-efficient technologies and renewable energies. The focus is on developing more environmentally friendly products and optimizing processes through digitalization.

LAUDA promotes biodiversity, e.g. by planting wildflower meadows on roofs and setting up beehives.

LAUDA is committed to avoiding CO<sub>2</sub> emissions from business travel as far as possible. Unavoidable CO<sub>2</sub> emissions are offset.

LAUDA is committed to achieving "CO<sub>2</sub> neutrality" for its own direct and indirect emissions (Scope 1 and 2, both net zero) by 2030, starting from the base year 2022, reducing the economic emissions intensity of supply chain emissions by 52 per cent (Scope 3, minimum requirement) and establishing itself as a leading manufacturer in terms of climate protection in the region and industry.

#### **4. Sustainable procurement**

LAUDA favors suppliers who actively integrate sustainability into their company and comply with our Code of Conduct. This is demonstrated, among other things, by the use of efficient technologies and processes that save energy, conserve resources, minimize environmental impact and ensure fair working conditions. Regular audits to identify and reduce environmental impacts are desirable.

LAUDA endeavors to procure the so-called 3TG metals (tin, tantalum, tungsten and gold) from responsible sources that do not contribute to the financing of conflicts. We expect our suppliers to know and be able to prove the origin of their minerals and that they are also committed to responsible sourcing.

LAUDA pursues a sustainable approach to IT procurement. By extending the leasing cycles of our IT hardware from three to four years, we are increasing life cycles and actively reducing electronic waste. This strategy enables a longer useful life with consistently high quality and performance.

#### **5. Reporting of violations**

LAUDA encourages all employees and external interested parties to report concerns regarding possible violations of this policy or applicable law. LAUDA ensures the confidentiality of all reports related to violations of this policy. Retaliation against anyone who raises concern in good faith will not be tolerated.

##### **Reporting Channels:**

- Direct superior
- Personnel division
- Works Council
- Management
- LAUDA whistleblower reporting channel ([whistleblower@lauda.de](mailto:whistleblower@lauda.de))

## 6. Continuous improvement

LAUDA sees sustainability as a continuous improvement process and endeavors to continuously develop its sustainability performance and management system. We review and update our sustainability policy annually in order to meet changing requirements and expectations. In our management system, we report transparently on our progress, measures and the assessment of our sustainability targets on an annual basis.

Lauda-Königshofen, June 2025

LAUDA DR. R. WOBSE  
GMBH & CO. KG



Dr Gunther Wobser  
Managing Partner  
President & CEO



Dr Marc Stricker  
Managing Director/COO



Dr Mario Englert  
Managing Director/CFO

- 1: <https://www.globalcompact.de/ueber-uns/united-nations-global-compact>
- 2: <https://unric.org/de/17ziele/>
- 3: <https://www.lauda.de/de/services/download-center/filter/Kundeninformation>
- 4: <https://www.ilo.org>