

Stranger GmbH & Co KG

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AUSTRIA

Policy of Stranger GmbH & Co KG

on the subject

Code of Conduct



STRANGER
MASCHINENBAU



Der Stranger Weg.

Engineering | Automation | Robotics

Policy on Code of Conduct

Preamble

This Code of Conduct serves as a guide to behaviour within Stranger GmbH & Co. KG. It applies equally to the management, senior staff and all employees of the company. Furthermore, we expect our suppliers, service providers and subcontractors to respect and adhere to the principles set out in this document.

When selecting our business partners, we look for reliability, quality and compliance with fundamental social, environmental and legal standards. In doing so, we prioritise long-term and trusting cooperation with partners who share our values and support our requirements for responsible conduct.

The Code of Conduct sets out our commitment to acting responsibly, with integrity and in accordance with applicable laws. At the same time, it serves as a guide for our day-to-day conduct in our dealings with customers, business partners, competitors and within our company.

With this Code, we commit to ethical, social and legal standards and make it clear that responsible conduct forms a central foundation of our business activities.

Note on language

For the sake of readability, this document does not use gender-specific language. All references to persons apply equally to all genders.



Code of Conduct

Stranger GmbH & Co KG

Version: 1.1

Effective Date: January 1, 2026

Approved by: Management

Revision History

Version 1.0

Initial version of the Code of Conduct.

Version 1.1

Revision to align with the Stranger Sustainability and Compliance System and to ensure improved coverage of Supplier Sustainability Assessment requirements.

Commitment of the Management

The management of Stranger GmbH & Co KG is committed to acting in a responsible, sustainable and lawful manner. Our company aims to combine economic success with social responsibility and environmental awareness.

We conduct our business in a competent, transparent and ethically responsible manner. This includes, in particular, compliance with all applicable laws and regulations as well as adherence to the principles of fair competition.

We refrain from obtaining advantages over customers, suppliers, business partners or competitors by improper means.

The management is responsible for establishing the necessary conditions for the implementation of this Code of Conduct and for ensuring its compliance.

Implementation and Enforcement

Stranger undertakes to implement the necessary organisational measures to ensure that the values and principles set out in this Code of Conduct are effectively applied.

All employees are required to comply with the provisions of this Code. Violations of applicable policies, internal regulations or legal requirements may result in disciplinary action.

Managers bear responsibility for setting an example and ensuring the implementation of this Code within their area of responsibility.

Team Spirit and Constructive Collaboration

Respectful interaction and constructive collaboration form the foundation of our company's success.

We promote teamwork, open communication and mutual support. We regard the diverse perspectives, experiences and skills of our employees as a strength of our organisation.

We critically assess existing solutions and jointly develop new ideas to best meet the requirements of our customers.

Standards of Conduct

All employees are expected to conduct themselves in accordance with the professional standards of our company.

All employees shall perform their duties responsibly, respectfully and in compliance with applicable internal policies and legal requirements.

Violations of these standards may result in employment-related consequences.

Open Communication with Employees

An open approach to errors and misconduct is an essential part of our corporate culture.

Employees are encouraged to report actual or suspected misconduct.

No individual shall be disadvantaged or intimidated for reporting potential violations in good faith.

“Good faith” means that employees believe the information provided to be true, regardless of whether it is ultimately confirmed.

Dialogue with Business Partners

All business-related information of our partners, including trade and business secrets, shall be treated confidentially.

Documents and information shall be properly created, stored and, where required, appropriately archived or disposed of upon termination of a business relationship.

Customer Orientation

Our customers and business partners are at the centre of our activities.

We treat them fairly, honestly and reliably. Their needs, requirements and expectations form an essential basis for the development of our solutions and services.

Our goal is to establish long-term, stable and trust-based business relationships.

Gifts and Benefits

Gifts to Employees

Employees must not request or accept any personal benefits from customers or suppliers that could influence their business decisions.

Gifts may only be accepted if they:

- are within customary business practices
- are considered a gesture of courtesy
- have no influence on business decisions

Typical examples include low-value promotional gifts, such as calendars or pens.

Gifts of higher value must be reported to senior management and, in case of doubt, should be declined.

Gifts by Employees

Gifts or invitations provided by employees must also be appropriate and within customary business practice.

They must never be associated with the expectation of influencing business decisions.

Donations

Corporate donations shall be made transparently and in a traceable manner.

Stranger does not, as a matter of principle, make donations to political parties, individuals or organisations whose objectives conflict with the core values of the company.

Corruption and Bribery

Stranger does not tolerate any form of corruption or bribery.

We implement organisational measures and control mechanisms to prevent unlawful acts such as fraud, theft, embelement, money laundering or tax evasion.

Employees are prohibited from granting or accepting benefits linked to improper business advantages.

We also expect our business partners to avoid any potential conflicts of interest.

Data Protection and Information Security

The protection of personal data and confidential information is a top priority for Stranger.

Personal data relating to employees, customers and business partners shall be handled with the utmost care and processed exclusively in accordance with applicable data protection laws.

All employees are obliged to take appropriate measures to protect IT systems and company data.

This includes, in particular, the careful handling of passwords and protection against unauthorised access.

Environmental Protection

The responsible use of natural resources is a key part of our corporate responsibility.

Employees are encouraged to use energy, water and other resources efficiently and responsibly.

We are committed to complying with applicable environmental legislation and to reducing our environmental impact wherever possible.

Health and Safety at Work

The health and safety of our employees are of utmost importance.

We comply with all applicable occupational health and safety regulations and ensure safe working conditions.

Managers are required to take appropriate measures to prevent hazards and ensure a safe working environment.

Social Responsibility and Community Engagement

As a company, we assume responsibility towards society.

Stranger supports charitable initiatives and contributes to the positive development of the local community.

Compliance with Applicable Law

All employees, particularly managers, are required to be familiar with and comply with the laws, regulations and internal policies relevant to their area of responsibility.

Our business partners must also ensure that their business practices comply with applicable laws.

This includes, amongst other things, regulations governing import, export, trade, payments, as well as embargo and sanctions regulations.

Fair Competition

Stranger is committed to fair competition.

We do not engage in price-fixing, market allocation or any other anti-competitive practices.

All business decisions are made independently and in compliance with applicable competition rules.

Diversity and Non-Discrimination

We promote a respectful and inclusive working environment.

Discrimination based on origin, gender, age, religion, sexual orientation, disability or other personal characteristics will not be tolerated.

Recruitment, promotion and personnel decisions are based solely on qualifications, performance and professional suitability.

Handling of Company Assets and Information

Company information, work equipment, products and intellectual property must be handled responsibly.

Confidential information must not be disclosed without authorisation or misused.

Prevention of Child and Forced Labour

Stranger strictly opposes child labour and forced labour.

This applies to our own business activities as well as to our suppliers and business partners.

Children under the age of 15 must not be employed, even if national regulations would permit it.

Final Provisions

Thank you for taking the time to carefully read this Code of Conduct.

This policy is regularly reviewed and updated as necessary to ensure compliance with current legal requirements and company standards.

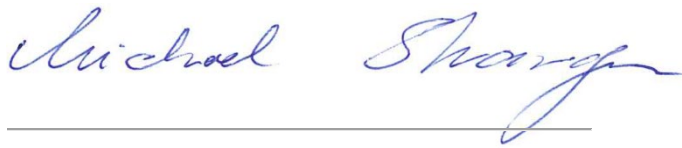
Binding Nature

This policy applies to all departments of Stranger GmbH & Co KG as well as to all employees.

All employees are required to comply with the provisions of this policy and actively contribute to its implementation.

Approval

Management
Stranger GmbH & Co KG



(Ing. Michael Stranger)