

Stranger GmbH & Co KG

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AUSTRIA

Policy  
of Stranger GmbH & Co KG

on the subject

**WORKING CONDITIONS  
&  
HUMAN RIGHTS**



**STRANGER**  
MASCHINENBAU



Der Stranger Weg.

Engineering | Automation | Robotics

# Policy on Working Conditions & Human Rights

## Preamble

Stranger GmbH & Co KG recognises that economic and business activities can have an impact on people and their working conditions. As a company operating in the fields of mechanical engineering, automation and robotics, we have a responsibility towards our employees, business partners and society.

Our aim is therefore not only to create economic value, but also to ensure fair working conditions and actively promote respect for human rights.

In fulfilling our responsibilities, we adhere to internationally recognised standards and guidelines, in particular:

- the UN Guiding Principles on Business and Human Rights
- the ILO Core Labour Standards
- the United Nations Universal Declaration of Human Rights
- the OECD Guidelines for Multinational Enterprises

We regard respect for human rights as a fundamental component of responsible corporate governance. This commitment applies both within our company and throughout our supply and value chain.

All employees are encouraged to report any potential breaches of decent working conditions or human rights. In the event of breaches by suppliers or business partners, we reserve the right to demand appropriate corrective measures or – if necessary – to terminate the working relationship.

This policy applies to all divisions of Stranger GmbH & Co KG and to all employees.

## 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.

# Policy on Working Conditions and Human Rights

**Stranger GmbH & Co KG**

Version: 1.1  
Effective Date: January 1, 2026  
Approved by: Management

## Revision History

### **Version 1.0**

First edition of the guidelines on working conditions and human rights.

### **Version 1.1**

Revision to align with the guidelines of the Stranger Sustainability and Compliance System and to better address the requirements of Supplier Sustainability Assessments.

## Child Labour and Young Workers

Stranger Maschinenbau strictly opposes child labour in any form.

We do not employ anyone below the legally permitted minimum age for employment. Children under the age of 15 and young people who are still subject to compulsory full-time schooling are not employed.

As part of schoolwork placements or career guidance, young people may be given an insight into working life, provided this is in accordance with the legal regulations on the protection of young workers.

When employing teenagers and young staff, we take particular care to ensure that:

- all legal regulations on the protection of young workers are complied with
- working hours and rest periods comply with legal requirements
- no tasks are carried out that endanger health, safety or development

Young employees and interns are supervised by experienced staff and receive appropriate professional support.

We also expect our suppliers and business partners to comply with international standards for the protection of children and young people, in particular the relevant conventions of the International Labour Organisation (ILO).

## Career Development and Further Training

The support and development of our employees is a central part of our corporate culture.

Stranger actively supports the professional development of its staff. This includes, amongst other things:

- in-house training
- specialist further training initiatives
- qualification programmes
- support for young talent and new skilled workers

Further training may also take place during working hours and with the company's support, provided this is appropriate and agreed upon.

Stranger creates skilled jobs and offers employees the opportunity to develop their skills in the long term and take on responsibility.

When considering applications and making personnel decisions, we ensure that we act without discrimination and offer equal opportunities to all applicants.

## Wages and Social Benefits

Our employees' remuneration is transparent and in accordance with the applicable legal provisions.

Remuneration and social benefits meet at least the statutory minimum requirements and are also based on industry and regional standards.

Our employees receive a clear and comprehensible payslip showing all relevant components of their remuneration.

Deductions from wages as a disciplinary measure are not permitted.

Furthermore, statutory entitlements such as annual leave, parental leave, maternity leave and other provisions under employment law are observed.

## Working Hours

Stranger ensures that working hours comply with the applicable legal requirements.

Working hours are recorded and monitored. Rest periods and break arrangements are observed.

Flexible working arrangements can – where operationally feasible – help to support a healthy work-life balance.

Stranger supports a good work-life balance for its employees through flexible working models, such as the option of a 4-day week (short/long week), as well as through home-office options individually stipulated in employment contracts.

We also expect our suppliers and business partners to ensure that working hours comply at least with the applicable legal regulations or relevant international standards.

## Prohibition of Forced Labour and Modern Slavery

Stranger does not tolerate any form of forced labour, compulsory labour or modern slavery.

All employment relationships are based on voluntary participation and comply with the applicable legal provisions and the relevant collective agreement provisions. Employees have the right to terminate their employment at any time, subject to the statutory or contractual notice periods.

We also expect consistent adherence to these principles within our supply chain.

We expect our suppliers and business partners to respect fundamental human rights and, within the scope of their capabilities, to implement measures to prevent forced labour and modern slavery.

# Protection against Discrimination, Harassment and Bullying

Stranger Maschinenbau is committed to a respectful, open working environment characterised by mutual respect.

Discrimination of any kind will not be tolerated.

No one may be disadvantaged or given preferential treatment on the basis of characteristics such as

- gender
- origin or nationality
- religion or belief
- age
- sexual orientation
- disability
- social background

discriminated against or given preferential treatment.

Similarly, we do not tolerate any form of harassment, intimidation or bullying in the workplace.

We promote a corporate culture that supports diversity, equality and mutual respect.

## Women's Rights and Equality

Stranger Maschinenbau is firmly committed to equality between women and men in the workplace.

Women have the same rights, opportunities and prospects for development within the company as men. Discrimination on the grounds of gender will not be tolerated.

This includes, in particular:

- equal treatment during the application process and in recruitment
- equal pay for comparable work
- equal opportunities for further training and career development
- protection against discrimination on the grounds of pregnancy or family commitments

Our aim is to create a working environment in which all employees, regardless of gender, can contribute their skills and potential.

## Work-life Balance

Stranger supports – as far as operationally possible – a healthy balance between professional demands and personal commitments.

Flexible working time arrangements, as well as statutory provisions on parental leave and childcare, are designed to help employees reconcile their professional and family responsibilities.

## Protection against Sexual Harassment

Stranger does not tolerate any form of sexual harassment or inappropriate behaviour in the workplace.

All employees have the right to a respectful and safe working environment. Any form of sexual harassment, unwanted advances or degrading behaviour is categorically rejected.

Affected employees can report incidents confidentially. Reports are taken seriously and investigated accordingly.

## Responsibility in the Supply Chain

Stranger also expects its suppliers, service providers and business partners to comply with fundamental human rights and labour standards.

Business partners are required to ensure decent working conditions and to comply with international labour and social standards.

In the event of serious or repeated breaches, Stranger reserves the right to take appropriate action or to terminate business relationships.

## Reporting Breaches

All employees are encouraged to report any potential breaches of this policy or of applicable legal provisions.

Reports can be made confidentially to line managers or senior management.

Stranger protects employees who report concerns in good faith.

## Continuous Improvement

We regularly review our policies and measures and adapt them to new legal requirements, technological developments and operational experience.

Our goal is to continuously improve our performance and ensure long-term compliance and sustainability.

## 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



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(Ing. Michael Stranger)