

Stranger GmbH & Co KG
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5102 Anthering
AUSTRIA

Policy

of Stranger GmbH & Co KG

on the subject
**Sustainability
&
Compliance**



Der Stranger Weg.

Engineering | Automation | Robotics

Policy on Sustainability and Compliance

Preamble

This Sustainability & Compliance Policy sets out the fundamental principles of Stranger GmbH & Co KG in the areas of sustainability, corporate ethics, working conditions, health and safety, and environmental responsibility.

It provides the overarching framework for company-wide guidelines and serves as a guide for employees, business partners and customers.

The company is committed to complying with applicable laws and internationally recognised standards in the areas of the environment, human rights, working conditions and corporate ethics.

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 Sustainability & Compliance

Stranger GmbH & Co KG

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

Revision History

Version 1.0

Initial version of the Sustainability & Compliance Policy.

Version 1.1

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

Our Five Core Principles (“Die 5 Stranger-Prinzipien”)

1. Environment and Resources

Stranger Maschinenbau is committed to reducing its environmental impact and using energy and resources responsibly.

Measures already implemented within the company include, among others:

- Operation of a photovoltaic system for on-site electricity generation at the company’s location
- Use of electric vehicles within the company fleet
- Use of energy-efficient LED lighting in the building
- Waste prevention, waste separation, and recycling
- Promotion of digital documentation to reduce paper consumption

2. Working Conditions and Human Rights

Stranger respects internationally recognized human rights and is committed to fair working conditions.

This includes, in particular:

- Prohibition of child labour
- Prohibition of forced labour
- Compliance with statutory working time regulations and the provision of modern, voluntary working time models
- Fair compensation
- Protection against discrimination and harassment
- Respect for freedom of association and the right to collective bargaining within the framework of statutory provisions

These principles are based, among other things, on the ILO Core Labour Standards and international human rights standards.

3. Occupational Safety and Health

The safety and health of our employees are our top priority.

Measures implemented within the company include, among others:

- Regular safety briefings
- Appointment of first aid responders within the company
- Workplace hazard assessments
- Appropriate protective measures and personal protective equipment

4. Corporate Ethics and Compliance

Stranger is committed to responsible and legally compliant business conduct.

This includes, in particular:

- Zero tolerance for corruption and bribery
- Combating corruption and money laundering
- Avoiding and transparently handling conflicts of interest
- Compliance with competition and antitrust laws
- Protection of confidential information and data
- Responsible use of company resources

5. Responsibility in the Supply Chain

When selecting our suppliers and business partners, we prioritize reliability, quality, and responsible business conduct. We give preference to long-standing, trusting business relationships with partners who share our fundamental environmental, social, and compliance standards.

These include the following:

- Respect for human rights
- Prohibition of child and forced labour
- Compliance with environmental regulations
- Responsible business practices

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.

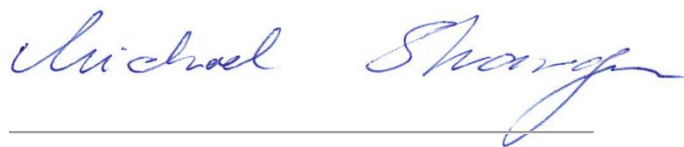
All employees are required to comply with the provisions of this policy and actively contribute to its implementation.

It provides the framework for the following company guidelines:

- Environmental Protection Guideline
- Guideline on Working Conditions and Human Rights
- Occupational Health and Safety Guideline
- Corporate Ethics Guideline
- Code of Conduct

Approval

Management
Stranger GmbH & Co KG



(Ing. Michael Stranger)