



## Corporate Social Responsibility Policy

### Business Ethics

The basis for sustainable and successful business activity is to have integrity and transparent business practices. We commit to operate honestly and equitably in our different activities and locations, in accordance with local law, including those laws pertaining to:

- Corruption
- Anti-competitive Business Practices
- Protection of Intellectual Property
- Respect for Company and Personal Data
- Export Controls
- Conflicts of Interest

Any employee must have the possibility to escalate any ethics issue, either to HR department or directly to Top Management, without any risk of retaliation

### Global Working Conditions

Understanding and managing the impact of working conditions on business is a key challenge for C&K. C&K commits to respect the following rules and requests the same commitment from all our suppliers and partners.

#### *Child Labor*

Child labor should not be utilized and age of employment should be in accordance with local law.

#### *Forced Labor*

Any form of forced or compulsory labor, including human trafficking, should not be used.

#### *Freedom of Association*

Workers should be able to communicate openly with management regarding working conditions without fear of reprisal, intimidation or harassment. Workers should have the right to associate freely, join labor unions, seek representation and join workers' councils in accordance with local laws.

### Harassment and Discrimination

Harassment or discrimination against employees in any form is not acceptable. This includes, but is not limited to, gender, race, color, disability, veteran status, union membership, political beliefs, origin, religion, age, pregnancy or sexual orientation.

### Wages and Benefits

Compensation and benefits should be competitive and comply with local law, including those relating to minimum wages, overtime hours and legally mandated benefits.

### Working Hours

Working hours should comply with applicable local laws regulating hours of work.

### Health and Safety

The working equipment should be designed in order to avoid any risk of injury, and meet or exceed local laws and standards. Workers should have a safe and healthy working environment that meets or exceeds applicable standards for occupational safety and health. Any accident should lead to a detailed analysis, in order to avoid any re-occurrence. Risk analysis should be conducted in order to identify any potential risk of accident, and continuous improvement plan implemented.

### Environmental Responsibility

C&K is willing to reduce the life-cycle environmental footprint of our products. All products manufactured, and the applied materials and substances used in the process, must meet environmental standards for design, development, distribution, use, disposal or recycling. All our production facilities are ISO 14001 compliant. In this frame, we commit to develop a comprehensive approach including but not limited to:

- Compliance with Regulatory requirements
- Reduction of Energy Consumption
- Appropriate Waste Management
- Prevention of pollution
- Risk analysis and continuous improvement in reducing those risks
- Training of Employees
- Involvement of our suppliers and other partners in this approach

Lars BRICKENKAMP, Chief Executive Officer  
Rev. February 2020