

KLAUS UNION GmbH & Co.KG – The Company

Founded in 1946, KLAUS UNION is a family-owned medium-sized company based in Bochum, Germany. KLAUS UNION has established itself as one of the market leaders for the manufacture and supply of pump systems and valves. Our customers are mainly from the oil and gas, chemical and petrochemical industries and from the field of renewable energies.

KLAUS UNION develops, manufactures and distributes innovative system solutions which are subject to particularly high safety requirements. Transport of aggressive, toxic and/or explosive fluids does not allow any compromise on quality, service life and safety.

Since the early 1950s, KLAUS UNION has been committed to its responsibility for the environment and mankind which in turn led to the development of the first magnet drive pump and has done so ever since. In combination with specially developed containment shells, KLAUS UNION magnet drive pumps protect mankind and the environment from leakage of fluids detrimental to the environment and health of mankind.

During the past decades, KLAUS UNION has made a significant contribution to the further development of magnet drives and containment shells. Due to the increase in the transmission capacity of magnet drives, pumping capacities have increased substantially.

KLAUS UNION holds numerous patents in these fields - proof of the company's particular innovative capacity.

KLAUS UNION's Integrated Management System which is maintained by the Management Representative ensures the continuous adaption of products and processes to the numerous requirements and expectations of various sales markets. The Management Representative makes sure that any measures relating to quality assurance, health and safety and environmental protection are properly coordinated and implemented.

The Quality Management System of KLAUS UNION GmbH & Co. KG has been certified to ISO 9001 as early as in 1992 already. Since 2016, KLAUS UNION has been certified according to ISO 50001 and maintains an Integrated Management System, which also comprises the areas of occupational safety and environmental protection.

Company Principles - Basis for Entrepreneurial Activities

Company Responsibility and Sustainability

For us at KLAUS UNION, the protection of the UN Convention on Human Rights is an indispensable part of responsible corporate governance. In doing so, we focus particularly on fair working conditions and adequate wages, occupational health and safety, freedom of association and collective bargaining, as well as diversity instead of discrimination. We also communicate these values to our suppliers in a Supplier Code of Conduct drawn up specifically for this purpose.

We are aware that our entrepreneurial activities must be consistent with the interests of society. The aim and purpose of our products and services is the safety of mankind, protection of the environment and sustainable use of resources.

To ensure dynamic development of our company and to guarantee long-term corporate success, we actively shape the changes in markets and technologies and thus make sure to offer our customers innovative solutions now and in the future. We act on our own initiative, with an entrepreneurial but accountable spirit and demonstrate determination in pursuing our targets. Consequently, we ensure continuous growth and financial independence and safe jobs for our employees.

Compliance, Ethical Behaviour and Good Corporate Governance

We view mutual fairness as a condition for our corporate success when dealing with each other and with our business partners.

We do not use fraudulent methods to win orders and we disapprove of any form of corruption, bribery, extortion or embezzlement, as well as money laundering.

We ensure that there are no conflicts of interest within the KLAUS UNION in business transactions with our clients. The monetary value of gifts, meals or hospitality shall be in accordance with the law to avoid influencing the business decisions of our business partners.

We are committed to complying with all applicable national and international trade laws and regulations, including antitrust, trade control and sanctions regimes and regulations. We comply with the Foreign Trade Act and applicable export regulations and we have appointed a Foreign Trade Officer for this purpose.

We respect the privacy and confidential information of our employees and business partners and protect the data and intellectual property from misuse. We observe the regulations of the General Data Protection Regulation. We oblige our employees to protect the personal data of our company's employees and partners. For this purpose, we have appointed a Data Protection Officer.

We have taken appropriate measures in our IT infrastructure to protect our company against unregulated and undesired access either by internal or external parties to confidential customer and company data.

We have implemented an Integrated Management System, which we are continuously improving. This management system supports us in complying with applicable laws, regulations and standards.

We provide training to our managers and employees to give them an appropriate level of knowledge and understanding of the content of this Code of Conduct as well as applicable laws and regulations and recognised standards. This way, we empower our employees to work and act in a quality-, environmentally- and cost-conscious manner.

We expect flexibility and readiness to undergo further training for the continuous development of their knowledge and skills from our employees. We expressly encourage our employees to achieve their potential and to display their commitment to do so.

We are aware of our social responsibility as a company in the area concerned and we provide young people with vocational training (even beyond our own need for skilled workers).

Social and Labour Aspects

The protection of the UN Convention on Human Rights is important to us.

We do not accept any kind of forced labour, human trafficking or other forms of unlawful exercise of power or oppression as well as child labour and we seek the same commitment from our suppliers.

We treat our employees with respect, promote an inclusive work environment and forbid discrimination, unequal treatment, harassment, abuse or inhumane treatment of persons, for example, on the basis of their ethnic origin or national origin, race or colour, religion or belief, gender, sexual orientation, gender identity and / or gender expression, age, physical or mental disability, political or trade union affiliation, nationality, maternity, marital status or any other characteristic protected by law. We also endorse these aspects in the selection of our suppliers and subcontractors.

We support the right to freedom of association and collective bargaining in accordance with applicable laws. Employees who act as employees' representatives are neither disadvantaged nor favoured in any way.

We acknowledge our regional and cultural origins and at the same time respect diversity as an asset and a prerequisite for our global success. We foster an organisational culture that is characterised by mutual respect and appreciation of each individual. We ensure that our human resources processes reflect the diverse skills and talents of all employees. We recognise the diversity of society within and outside our organisation and value the potential it contains.

The remuneration of our employees complies with the respective industry and labour market standards, the minimum wage legislation and is in line with the terms of the applicable collective agreements, insofar as these are applicable to the employment relationships. This ensures the compensation of a living wage in accordance with local living conditions. We pay employees promptly and present the calculation of the respective remuneration amount in an easily comprehensible manner.

We comply with all applicable laws regarding working hours, ensuring reasonable limits on working hours, working breaks as well as regular paid holidays.

The safety, health and well-being of our employees, business partners and customers are of utmost importance to us. In accordance with legal requirements and industry standards, we provide a safe and healthy working environment to maintain the health of our employees, protect third parties and prevent accidents, injuries and work-related illness. We provide our employees with appropriate personal protective equipment for their work. We attach importance to compliance with safety regulations at all times for the protection of the individual and the general public.

We ensure that any security forces for the protection of the KLAUS UNION comply with the applicable laws.

We ensure that the standards for responsible sourcing of minerals are met, particularly with regard to conflict minerals.

We give our employees and other stakeholders the opportunity to report concerns or potentially unlawful practices in the workplace. For this purpose, we have set up a whistleblower portal on our website, which also allows anonymous reporting of information on relevant compliance issues worldwide.

Environmental and Safety Aspects

During manufacture of our products in Bochum, we comply with the environmental, occupational health and safety regulations applicable at the place of manufacture. We also comply with the environmental, health and safety regulations applicable at the place of performance when providing services.

We use resources efficiently and use energy-efficient and environmentally friendly technologies wherever possible. We strive to minimise emissions to air, water and soil and waste. We promote the safe and environmentally responsible disposal of waste.

We keep internal statistical data on environment-related issues from which we derive measures for continuous improvement with the aim of reducing adverse impacts on biodiversity, climate change and water scarcity in order to protect people's livelihoods.

We do not accept unlawful evictions and unlawful taking of land, forests and waters.

By means of our Integrated Management System, we provide products and services under consideration of the contractually agreed and specified quality, environmental and safety requirements to achieve their safety for the intended purpose.

Company Principles – Element of Supply Chain

We have established criteria for the selection of our suppliers ensuring the high quality of purchased products at competitive prices while meeting our ecological and social responsibilities. We have defined minimum requirements to be fulfilled by our suppliers prior to listing them as qualified suppliers.

A major criterion for the approval of our key suppliers is the acceptance of a Supplier Code of Conduct developed by us, the requirements of which are based on the ten principles of the United Nations Global Compact Initiative, the United Nations Guiding Principles on Business and Human Rights and the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work.

We expect our key suppliers to return a signed copy of our Supplier Code of Conduct or to provide evidence of a Code of Conduct of their own.

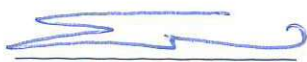
We reserve the right, within the framework of our contractual conditions with our key suppliers, to assess compliance with these obligations by our direct suppliers (if necessary, in the form of questionnaires to be completed by the supplier with corresponding evidence or in the form of remote or on-site audits or other monitoring measures). In the event of respective violations, we reserve the right to draw consequences ranging from the immediate creation and implementation of a concept to end the violation to the termination of the business relationship.

We regularly review the effectiveness of our measures within the framework of supplier evaluations, which are prepared according to the specifications of our Integrated Management System.

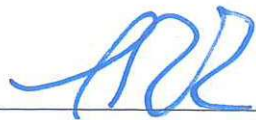
All members of the KLAUS UNION Group act upon the Company Principles stipulated in this Code of Conduct.

Bochum, September 2023

Company Management

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Thomas Eschner

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Thore Brotzmann

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Alexander Enghardt

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