



Corporate Social Responsibility (CSR) Guidelines 2025

KLINGER Kempchen GmbH » March 2026

FOREWORD

KLINGER Kempchen has always been committed to sustainability. This is enshrined, amongst other things, in our mission statement and corporate purpose, which reads:

“Through the development and manufacture of gasket elements, we make an indispensable contribution to our customers and to environmentally sound technology.”

This commitment is reflected in many environmental, social and business aspects that the company seeks to harmonise – for the benefit of the company, its employees, its owners and society as a whole.

With these CSR guidelines and this report, we wish not only to underline our commitment to sustainable development and responsible conduct, but also to demonstrate what we have already achieved. This document is an expression of our commitment to integrity, transparency and dedication – values that form the core of our company. They are the foundation for sustainable and responsible corporate governance, which is reflected in concrete measures and measurable successes.

To underline our commitment to sustainable and responsible corporate governance, we have been a signatory to the UN Global Compact since 2024. We are committed to adhering to the 10 principles of the UN Global Compact and strive to contribute to upholding and promoting these principles through responsible business conduct in the areas of human rights, labour standards, environmental protection and anti-corruption.

SCOPE

Content and scope:

This policy defines our values, principles and objectives with regard to environmental protection, social responsibility and ethical business conduct. It serves as a guide for all employees, managers, senior executives and governing bodies of KLINGER Kempchen GmbH. They undertake to 'live by', observe and implement the essential values and principles set out herein. The CSR Policy supplements other existing policies of the Group, such as the KLINGER Group Code of Conduct.

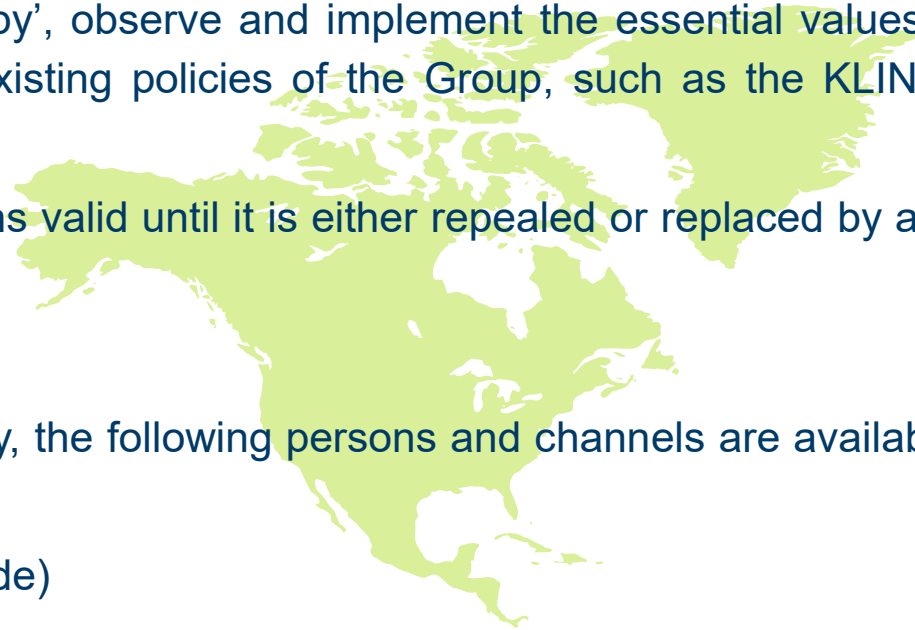
Validity: This policy comes into force on 1 June 2025 and remains valid until it is either repealed or replaced by a new or revised version.

Responsible parties:

If you have any questions or wish to report breaches of this policy, the following persons and channels are available to you:

- Our Sustainability Officer (substainability@klinger-kempchen.de)
- Our Compliance Officer (compliance@klinger-kempchen.de)
- The Whistleblowing Hotline – HEC Harald Eul Consulting GmbH

(anonymous reporting also possible: <https://hec-klingerkempchen.hinweisgeberschutzsystem.de/>)



SCOPE

Review mechanism:

This policy is reviewed at least once a year and amended where necessary. Should changes arise during this period, they will be implemented regardless of the regular review cycle.

Note on gender-neutral language:

For the sake of readability, the following text – without any intention of discrimination – the masculine form is used exclusively. This is used here as a representative for a gender-neutral term. It refers to all gender identities.

Oberhausen, 1 June 2025

A handwritten signature in blue ink, consisting of a stylized 'D' and 'S' followed by a long horizontal line.

Dr Dirk Sunderer, Managing Director



KLINGER KEMPCHEN GmbH



CERTIFICATES & CERTIFICATES OF CONFORMITY

Proof of quality, safety and transparency in accordance with international standards



DIN EN ISO 9001:2015

DIN EN ISO 14001:2015

DIN EN ISO 45001:2018

DIN EN ISO 50001:2018

DIN EN ISO 3834-2



KTA 1401 (GES) EN

Quality assurance in accordance with KTA 1401

RAL-GZ 719 quality mark

DVGW tests

TA-Luft certification

VISION, MISSION, VALUES

VISION

We aim to meet the constantly changing demands of our industry not only with individual products, but also with complete solutions. We are regarded as pioneers and innovators, THE quality label for seals, valves and technical industrial products. This aspiration drives us forward even in the digital age. In a dynamic market, our KLINGER companies around the globe ensure that our customers can always deliver on their own quality promises. This understanding, coupled with a strong sense of responsibility towards future generations, is what makes us unique.

MISSION

We aim to meet the constantly changing demands of our industry not only with individual products, but also with complete solutions. We are regarded as pioneers and innovators, THE quality label for seals, valves and technical industrial products. This aspiration drives us forward even in the digital age. In a dynamic market, our KLINGER companies around the globe ensure that our customers can always keep their own quality promises. This understanding, coupled with a strong sense of responsibility towards future generations, is what makes us unique.

VALUES

For 135 years, we have strived to be the best.
As an employer, we strive to provide a supportive working environment every day.

ALIGNMENT WITH THE SDGS

Sustainable Development Goals

In September 2015, the 2030 Agenda was adopted by the United Nations General Assembly. It comprises 17 Sustainable Development Goals (SDGs). The 193 UN member states have thus agreed on an action plan that aims for nothing less than a sustainable transformation of our world.



In doing so,

- Select the goals where our influence can most effectively ensure global sustainable development at the economic, social and environmental levels.
- KPIs be established for the selected goals.
- Measures are defined to achieve the goals.

Our sustainability efforts are geared towards supporting the SDGs in relation to human dignity, work and economic growth, sustainable consumption and production, and climate action. We strive to make a positive contribution to achieving the SDGs and thus to a more sustainable world.

ENVIRONMENTAL PROTECTION

Environmental protection is a key priority for KLINGER Kempchen and an integral part of our business practices. We are committed to continuously minimising the environmental impact of our activities and promoting sustainable solutions. This includes reducing emissions, using resources sparingly and complying with relevant environmental laws and standards. We strive to prevent and reduce environmental impact and to act in accordance with the principles of environmental protection in order to preserve the health of ecosystems and the quality of life for future generations.

Energy, Greenhouse Gases and Climate Change



Energy and greenhouse gases are key challenges for the sustainability of KLINGER Kempchen. We are committed to reducing emissions and energy consumption, as well as continuously monitoring, assessing and minimising our impact on the climate. In doing so, we aim to make a positive contribution to tackling climate change and securing a sustainable future for coming generations.

ENVIRONMENTAL PROTECTION

Energy, greenhouse gases and climate change



To achieve these goals, we are taking various measures. A three-person energy team meets at least once a year to discuss upcoming opportunities for energy savings and to review the status of implementation. We save energy by implementing energy-efficient technologies, such as converting the work preparation area to LED lighting. Waste heat from the machines in production is used for heat recovery.

Since 2019, KLINGER Kempchen has been measuring its CO₂ emissions for Scope 1 (direct emissions – company vehicles) and Scope 2 (emissions from purchased energy – electricity and gas at the sites) in accordance with CO₂. With the long-term goal of permanently reducing CO₂ emissions, we are actively committed to climate protection.

Our environmental and energy management system is certified to DIN ISO EN 14001 and DIN ISO EN 50001. It is reviewed on a regular basis. This enables us to continuously identify areas for improvement and implement appropriate measures.

ENVIRONMENTAL PROTECTION

Water management and environmental pollution



As a manufacturing company, we are particularly aware of our responsibility in this area and implement targeted measures to continuously improve our water management and prevent environmental pollution.

Although we do not produce process water, we strive to optimise and reduce our water consumption within the group.

Biodiversity



We recognise that the diversity of life forms and ecosystems is not only of inestimable ecological value, but also essential to our business operations and long-term success. As a company, we are committed to minimising our impact on biodiversity by promoting environmentally friendly practices in our operations and supply chains. Furthermore, we are committed to complying with and adhering to the necessary measures under the Deforestation Regulation in future, in order to contribute to the protection and restoration of natural habitats and biodiversity. We firmly believe that protecting biodiversity not only safeguards our environment, but also strengthens the long-term resilience of our company and contributes to the creation of a more sustainable future.

ENVIRONMENTAL PROTECTION

Air pollution and emission control



Air pollution control involves measures to monitor and minimise noise and odours in order to protect the quality of life of the local population and the environment. As a manufacturing company, it is our responsibility to monitor the exhaust emissions from our production processes and to implement appropriate measures to minimise air pollution.

This involves optimising our work processes and technologies to minimise emissions of dust and particulate matter. To this end, we have invested in a grinding and deburring machine featuring the latest filter technology (HEPA 14). Furthermore, we are committed to optimising our supply chains and making our products and services more environmentally friendly in order to minimise indirect impacts on air quality. Through ongoing reporting, we strive to maximise our contribution to reducing air pollution and to create a healthier environment for future generations.

In addition, we carry out regular noise level measurements across all operational areas and implement targeted measures to reduce noise levels. Employees wear hearing protection in areas where exposure limits are exceeded on a daily or weekly basis and are informed about the risks of noise, available protective measures, and the correct use and maintenance of such equipment.

ENVIRONMENTAL PROTECTION

Raw materials, chemicals and waste



Our company is committed to handling raw materials, chemicals and waste responsibly in order to minimise our environmental impact and improve resource efficiency. Given the wide variety of gaskets made from different materials and in a wide range of dimensions, as well as packaging materials, waste disposal is a key issue for KLINGER Kempchen. Wood, cardboard, plastic parts, PTFE scraps and scrap metal are recycled in accordance with legal requirements. Packaging materials are reused or also recycled.

We are committed to a sustainable procurement policy that prioritises the selection of materials and chemicals based on their environmental compatibility and recycling potential. By implementing efficient production processes, we aim to reduce waste within our operations. One example of this is the significant reduction in solvent consumption: by purchasing a washing machine for the test room, we have been able to substantially reduce our consumption of the solvent acetone

Furthermore, we are committed to the continuous improvement of our waste management, including the promotion of recycling and reuse

ENVIRONMENTAL PROTECTION

Raw materials, chemicals and waste



as well as the safe disposal of waste in accordance with applicable environmental regulations (Packaging Ordinance, Waste Oil Ordinance, Battery Ordinance, Electrical and Electronic Equipment Act, etc.). Waste is disposed of by certified waste management companies. In this way, we ensure that it is disposed of in an environmentally sound and proper manner.

Furthermore, we strive at all times to handle hazardous substances safely in order to minimise potential risks to people and the environment. An internal work instruction governs the identification, substitution and storage of hazardous substances, as well as responsibilities at KLINGER Kempchen. We invest in training and instruction for our employees to ensure they are fully trained in the handling of hazardous substances. Furthermore, we work closely with suppliers, contractors and regulatory authorities to share best practices and jointly contribute to improving safety and environmental performance. Our objective is to ensure the safe and responsible handling of hazardous substances whilst protecting the health and well-being of our employees and the community. This is confirmed by our ISO 14001 certification.

ENVIRONMENTAL PROTECTION

Product use and end of life



It is in the very nature of our products to prevent leaks at chemical and petrochemical plants and thereby protect the environment. Our company is committed to designing and promoting our products in such a way that their environmental impact during use is minimised and the reusability of materials upon disposal is ensured as far as possible. In doing so, we support sustainable practices.

We aim to reduce the environmental impact at the end of a product's life by aligning materials, design methods and information provision in such a way that disposal and potential component reuse are carried out in the most resource-efficient manner possible:

- At the end of their service life, conventional seals are generally not recyclable due to wear and contamination and are disposed of by the customer.
- Where technically and safety-wise feasible, we take back used seals and assess the possibilities for remanufacturing components (e.g. inspection and reuse of metal cores and refurbishment with new graphite coatings).

ENVIRONMENTAL PROTECTION

Product use and end of life



- In addition, we offer weldable seals that can be reused multiple times. We provide our customers with the relevant installation instructions so that the sealing components can be separated and re-welded independently if necessary. As weldable seals are made of metal, they can be sent for recycling (scrap metal) by material type at the end of their service life.

In our installation training courses, we provide our customers with information and guidance on the environmentally friendly use and disposal of our products to promote sustainable product use. Through continuous research and development, we strive to develop innovative solutions that help customers minimise their environmental footprint and make a positive contribution to environmental protection.

Our objective is to develop products and services that are functional and of high quality, exceeding the requirements of the Water Resources Act and the Packaging Ordinance, and thereby contributing to further improvements in environmental protection. To this end, we have established processes that ensure the quality and safety of our products. These are subject to our quality management system, which is certified to DIN ISO EN 14001.

ENVIRONMENTAL PROTECTION

Customer health and safety



The health and safety of our customers are of the utmost importance to us. We are committed to ensuring at all times that our products and services do not pose a risk to their health. We adhere to strict quality standards and controls to ensure that our products comply with applicable health and safety regulations.

Furthermore, we are committed to transparent communication with our customers and provide relevant information on the safe use of our products.

To maximise plant safety, KLINGER Kempchen offers basic training in sealing in accordance with DIN EN 1591-4, as well as further training modules for fitters, at its in-house training centres.

Internal work instructions and a safety leaflet ensure that all health and safety requirements are properly implemented when external contractors visit our premises in Oberhausen and our service centres.

LABOUR AND HUMAN RIGHTS

Our employees are a key factor in the company's success thanks to the passion with which they carry out their daily work. KLINGER Kempchen is characterised by a workforce that has been with the company for a very long time. Our aim is to foster a trusting working relationship for the benefit of both our employees and the company, and to create the conditions necessary to ensure that our employees remain highly motivated and loyal to the company for years to come.

Human rights



The protection and respect for human rights form the foundation of our actions and are non-negotiable principles that we uphold in every aspect of our activities. We condemn in the strongest possible terms any form of child labour, forced labour and human trafficking. We are committed to upholding the dignity, freedom and equality of all people, regardless of their origin, gender, religion, sexual orientation or other personal characteristics. We support the right to freedom of expression, the integrity and safety of every individual, and protection against discrimination, exploitation and injustice.

LABOUR AND HUMAN RIGHTS

Human rights



KLINGER Kempchen sources the majority of its goods in Germany or other European countries, where the risk of human rights violations is low. We ask our suppliers from outside Europe to regularly ensure that their own suppliers and business partners do not tolerate or support any practices that are not in line with our corporate values.



LABOUR AND HUMAN RIGHTS

Employee health and safety



The health, well-being and safety of our employees are of the utmost importance. We are committed to providing a healthy and safe working environment in order to minimise risks and prevent accidents and ill health.

This includes annual safety training, personal protective equipment and operational instructions for all employees. To reduce accident rates and sick leave, every accident is documented in writing and assessed so that accident analyses can be carried out and measures derived and implemented. First-aid courses offered by KLINGER Kempchen are utilised by employees. Our company doctor carries out occupational health check-ups and takes part in site inspections to assess workplaces in terms of exposure and ergonomics. KLINGER Kempchen also has a workplace integration management scheme to arrange all necessary support, from a company perspective, for employees who are unable to work due to illness. Mental health issues are investigated as part of a survey.

LABOUR AND HUMAN RIGHTS

Employee health and safety



The Health and Safety Committee meets four times a year. An annual report is produced by the safety officer, the company doctor and the fire safety officer, detailing the activities and achievements of our ongoing work.

With our DIN ISO 45001-certified occupational health and safety management system, we ensure that risks to human well-being are minimised within the company.

Career management and training



The promotion and development of our employees are key elements of our strategic direction. This development is supported through seminars and training programmes. In this way, we ensure that our employees are supported in their professional development and can realise their full potential. These assessments provide continuous feedback and targeted support to promote strengths and identify weaknesses. The provision of training is also a significant component of our HR strategy.

LABOUR AND HUMAN RIGHTS

Working conditions and social dialogue



As a manufacturing company, we are committed to providing excellent working conditions for our employees and we pursue this goal with determination. Our working conditions are designed to promote the well-being and productivity of all employees and to create an environment in which they can realise their full potential.

KLINGER Kempchen is a member of the employers' association – Die Gruppe. Although we are no longer members of the IG BCE industrial trade union, long-serving employees remain covered by the applicable collective agreement due to existing collective bargaining commitments. Many employee concerns – such as fair compensation for additional or atypical working hours, flexitime arrangements and various models of flexible working hours – are enshrined in collective agreements and our company agreements. We attach great importance to employee participation and support the work of our works council to ensure a transparent and fair working environment.

LABOUR AND HUMAN RIGHTS

Equal opportunities, equal treatment and inclusion



Equality of opportunity and inclusion are core values that form the foundation of our working environment at KLINGER Kempchen. We firmly believe that every employee, regardless of gender, background, skin colour, religion, sexual orientation, age or physical ability, should have the same opportunities to realise their full potential. We strive to promote a culture of diversity in which all voices are heard and every employee feels respected, supported and valued. To ensure that all employees can report incidents of discrimination or unequal treatment safely and confidentially, we have established a complaints mechanism (see Chapter 8).

To strengthen the integration and support of people with disabilities, we have appointed a liaison officer for severely disabled employees. We adapt the workstations of our severely disabled employees on an individual basis to ensure that they can perform their duties optimally and without barriers. For its outstanding commitment to people with disabilities, KLINGER Kempchen has been recognised as a “disability-friendly employer” by the Rhineland Regional Council.

GOVERNANCE – Ethics and Information Security

Business dealings with KLINGER Kempchen have always been and continue to be characterised by the highest ethical business standards and practices. The area of compliance falls within the remit of KLINGER Holding GmbH. The KLINGER Group's Code of Conduct therefore forms the basis for the morally, ethically and legally correct conduct of all KLINGER Kempchen employees. Various measures, such as training for our employees, help to embed compliance firmly and permanently within the corporate culture. Non-compliance with the Code of Conduct, operational guidelines or principles and procedures will not be tolerated by the management.

Corruption & Bribery

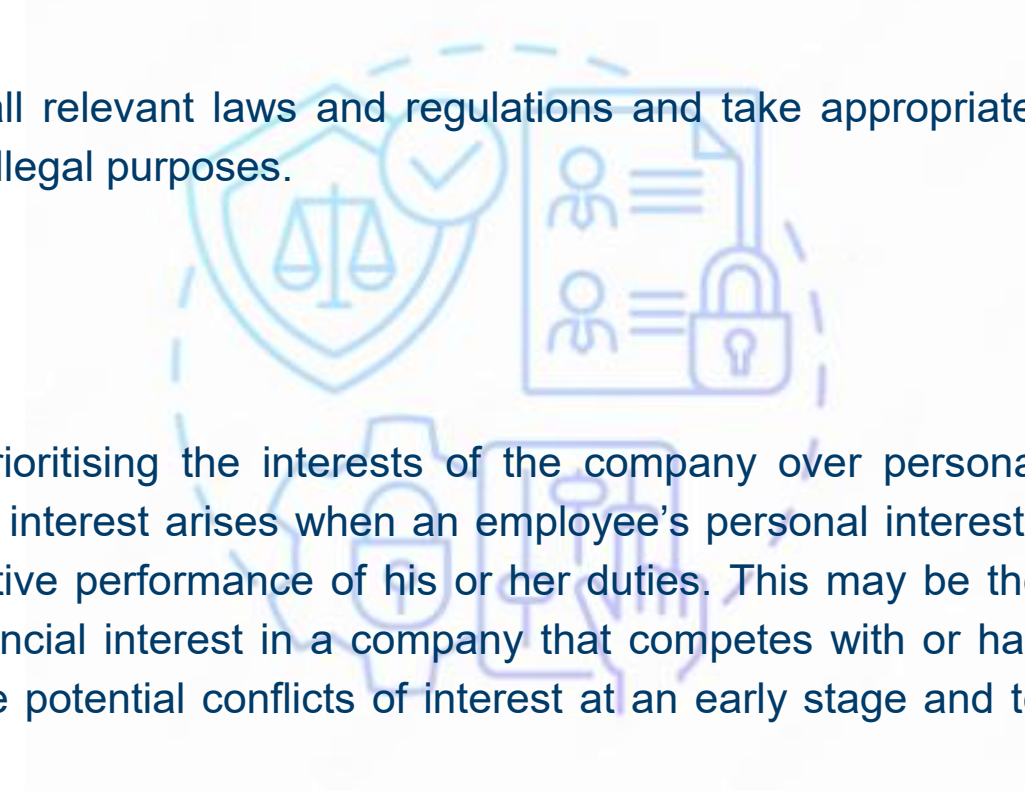
KLINGER Kempchen condemns any form of corruption and bribery in the strongest possible terms. We strive to conduct business in a transparent and ethical manner, without bribery, extortion or other inappropriate influence. We will only offer or accept gifts and hospitality if they are appropriate, occur occasionally, are of minimal value and have no influence whatsoever on our business decisions. We are committed to complying with the laws and regulations on anti-corruption in all countries and regions in which we operate. Corruption and bribery are addressed as part of the annual audit. To report potential cases of corruption and bribery, we have established a complaints mechanism for stakeholders (see Chapter 8). Our integrity is non-negotiable, and we are actively committed to combating corruption and fraud in all its forms.

GOVERNANCE – Ethics and Information Security

Money Laundering and Fraud

KLINGER Kempchen is committed to combating and preventing money laundering and fraud in all forms. We recognise that money laundering and fraud are serious criminal offences which not only undermine the trust of our customers and business partners, but can also have significant negative

impact on society and the economy. We strictly comply with all relevant laws and regulations and take appropriate steps to ensure that our products and services are not used for illegal purposes.



Conflicts of interest

We are committed to avoiding conflicts of interest and to prioritising the interests of the company over personal interests in all professional decisions and actions. A conflict of interest arises when an employee's personal interests conflict with those of the company and could impair the objective performance of his or her duties. This may be the case, for example, if an employee has a direct or indirect financial interest in a company that competes with or has business dealings with our company. It is important to disclose potential conflicts of interest at an early stage and to take measures to resolve or avoid such conflicts.

GOVERNANCE – Ethics and Information Security

Information Security & Data Protection

The security and confidentiality of information and data are of paramount importance to KLINGER Kempchen. We are committed to treating all information and data relating to our customers, suppliers and employees with the utmost care and responsibility. This includes personal data, trade secrets, intellectual property and internal company information. We implement appropriate security measures to ensure the integrity, availability and confidentiality of information and data, and to protect ourselves against cyber attacks, data loss or unauthorised access. At KLINGER Kempchen, fundamental provisions regarding data security and data protection are set out in an internal directive, for example through a data security plan, access authorisations and password policies. The Data Protection Officer's report is produced annually.

Every employee is responsible for protecting the data they receive or process and may only use it in accordance with the applicable guidelines and regulations. Furthermore, we inform all data subjects transparently about the use of their data and respect their rights to access, rectification, erasure and objection in accordance with the applicable data protection regulations. Data breaches are taken seriously and are reported, investigated and rectified immediately. Breaches of information security can have serious consequences. It is our shared responsibility to safeguard the confidentiality and integrity of information and to maintain the trust of our customers and business partners.

SUSTAINABLE PROCUREMENT



Our expectations of our suppliers and subcontractors include compliance with our environmental, social and quality standards. We strive to build beneficial and healthy relationships with responsible suppliers who meet our high standards in these areas.

KLINGER Kempchen sources the majority of its goods in Germany or other European countries, where the risk of poor social and environmental conditions is low

When selecting and evaluating suppliers, our procurement department takes into account suppliers' environmental practices and social standards in order to minimise negative impacts along the supply chain. To this end, our procurement department conducts audits in which environmental and social issues are reviewed alongside quality aspects.

In our Code of Conduct for Suppliers, we have set out our expectations and requirements of our suppliers regarding social and environmental responsibility. We expect our suppliers to acknowledge and comply with this Code.

SUSTAINABLE PROCUREMENT



To implement these requirements even more consistently in future, we plan to provide our buyers with regular, targeted training on sustainability and procurement issues and to actively incorporate the insights gained into procurement decisions.

Our aim is to integrate environmental considerations even more systematically into all procurement decisions, so that, where suitability is comparable, preference is given to those suppliers who can demonstrate that they follow particularly resource-efficient and environmentally sound practices.



Conflict minerals

KLINGER Kempchen is committed to the responsible sourcing of raw materials and rejects the use of conflict minerals originating from regions where human rights are violated or where their extraction contributes to the financing of armed conflicts. Our complaints procedure (see Chapter 8) is also open to individuals who wish to raise concerns regarding the circumstances surrounding the extraction of conflict minerals.

REPORTING OF BREACHES AND SANCTIONS

If employees observe or become aware of a breach of this policy or of applicable laws and regulations, they are required to report this immediately. Such reports will be treated confidentially and anonymously and will be investigated thoroughly. No reprisals will be taken against employees who report breaches, provided the report is made in good faith and no false

allegations are made. Every employee, as well as any other stakeholder, has the right and responsibility to raise concerns regarding ethical conduct or breaches of the law in order to protect the integrity and reputation of KLINGER Kempchen.

Dedicated reporting channel:

Whistleblowing website: <https://hec-klingerkempchen.hinweisgeberschutzsystem.de/>

Compliance Officer: HEC Harald Eul Consulting GmbH

Internal mailbox: Human Resources Department

Disciplinary measures: We take breaches of this policy seriously and will take appropriate disciplinary action if an employee breaches its provisions. These measures may range from a warning or training to sanctions such as formal reprimands or transfers, up to and including termination of employment. The nature and severity of the measure will depend on the seriousness of the breach and the circumstances of the individual case.

SUSTAINABILITY

Accreditation and Commitment



Our partnership with EcoVadis, which has been in place since 2020, provides a detailed and objective assessment of our sustainability practices in the areas of environment, social responsibility, ethics and procurement. The EcoVadis assessment is not just a one-off exercise, but an ongoing process.

Through regular assessments, we receive valuable feedback that helps us to continuously optimise our sustainability strategies and demonstrates our commitment to the Sustainable Development Goals (SDGs). KLINGER Kempchen actively contributes to addressing social and environmental challenges and achieving a positive impact on society and the environment. This strengthens the trust of our stakeholders, customers and partners.



The UN Global Compact is a voluntary initiative of the United Nations that encourages companies and organisations to integrate sustainable and socially responsible practices into their business activities. It was launched in 2000 and is based on ten universal principles focusing on human rights, labour standards, environmental protection and anti-corruption.

The UN Global Compact aims to promote a sustainable and inclusive global economy that takes into account economic, social and environmental aspects. Companies such as KLINGER Kempchen that join the Global Compact commit to integrating the principles into their strategies and operational processes and to reporting regularly on their progress.