

Work Guidelines

Working Conditions & Human Rights



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Preamble

What makes us successful?

Our success is not solely defined by our products.

Success demands more. It hinges on the unwavering integrity and accountability of every individual, fostering trust, credibility, and reliability. The path RB-Messwerkzeuge GmbH takes to achieve success is just as pivotal as the success itself.

Our work guidelines encompass adherence to legal requirements and the implementation of necessary conduct standards. They represent the demand we set ourselves and at the same time our commitment to the world.

The work guidelines provides an overview of our values and the behavioral requirements for our employees, which are further specified by internal guidelines when necessary. The topics covered range from quality and standards of cooperation to integrity in business practices and corporate responsibility. The guidelines derived from these provide the necessary security and orientation in our everyday work.

However, this orientation alone is not sufficient. The work guidelines must be actively lived by the leaders to ensure that employees know and understand the requirements.

Only by consistently behaving ethically can we ensure our long-term success and viability. The work guidelines are therefore binding for all divisions and employees of RB-Messwerkzeuge GmbH.

Each of us can contribute to success by living the code of conduct.

Michael Gonser
CEO
Shareholder

Roland Kretz
Authorized Officer
Quality Management

Ute Gonser
Authorized Officer
Accounting & HR

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Working Conditions

2. Working Conditions

Ensuring fair working conditions is a core aspect of our company culture.

Therefore, RB-Messwerkzeuge GmbH adheres to the legal regulations for ensuring fair working conditions, including those related to child labor protection, compensation and benefits, occupational health and safety, working hours and freedom of association.

2.1 Child Labor and Young Workers

RB-Messwerkzeuge GmbH recognizes its responsibility to respect children's rights. We do not tolerate child labor in any part of our business.

Our policy on child labor is based on:

- the UN Convention on the Rights of the Child
- the International Labor Organization Conventions No. 138 (Minimum age for Employment) and No. 182 (Elimination of the Worst Forms of Child Labor)
- the Principles on Children's Rights and Business

RB-Messwerkzeuge GmbH must ensure that young workers under the age of 18 do not work overtime or night shifts and are protected from working conditions that could harm their health, safety, morals, or development.

2.2 Wages and Benefits

The compensation that RB-Messwerkzeuge GmbH pays its employees for a standard work week meets at least the legally mandated minimum wage.

Since RB-Messwerkzeuge GmbH does not have collective bargaining agreements, we benchmark our compensation and benefits against industry standards and local norms to ensure our employees maintain an adequate standard of living.

2.3 Occupational Health and Safety

RB-Messwerkzeuge GmbH believes that the safety and well-being of its employees are essential to its economic success.

We place great emphasis on adhering to our health and safety guidelines and are committed to sustainably promoting the physical and mental well-being of our employees.

Therefore, RB-Messwerkzeuge GmbH ensures a healthy and hazard-free work environment by complying with workplace safety laws and implementing appropriate procedures and protective measures to safeguard workplace health.

2.4 Working Hours

RB-Messwerkzeuge GmbH ensures that its working hours comply with at least the legal requirements or the minimum standards of national economic sectors.

In the absence of legal requirements, we adhere to the international standard of a maximum of 48 hours per week with a minimum 24-hour rest period every seven days. Additionally, up to 12 hours of overtime are permitted on a temporary basis and in emergencies.

2.5 Freedom of Association

Employees of RB-Messwerkzeuge GmbH are free to peacefully and freely associate, assemble, and join unions at all levels to protect their individual rights or interests.

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Human Rights

3. Human Rights

RB-Messwerkzeuge GmbH aligns with the principles of the United Nations and respects the International Labor Organization's declaration of fundamental labor rights.

Based on established rules, RB-Messwerkzeuge GmbH respects human rights within its sphere of influence and conducts its business in a manner that positions RB-Messwerkzeuge as a respected employer.

We respect the privacy rights of all our employees and seek to collaborate with business partners who demonstrate economic, environmental, and social responsibility.

3.1 Forced Labor and Human Trafficking

RB-Messwerkzeuge GmbH rejects the knowing use of forced or compulsory labor and human trafficking.

Any form of modern slavery, debt bondage, or involuntary prison labor is strictly prohibited.

Our employment relationships are based solely on voluntary engagement, and our employees are free to terminate their employment at any time with reasonable notice.

3.2 Harassment and Non-Discrimination

RB-Messwerkzeuge GmbH rejects all forms of discrimination and harassment.

We do not tolerate discriminatory behavior based on ethnicity, nationality, gender, marital status, age, disability, religion, sexual orientation, or any other grounds prohibited by anti-discrimination laws. The primary criteria for the selection and development of our employees are skills and qualifications.

RB-Messwerkzeuge GmbH stands firmly against any form of violence and harassment in the workplace. We promote an atmosphere of mutual respect, where any form of personal harassment, bullying, and discrimination is strictly prohibited.

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Information

For Questions...

... regarding the application of the work guidelines in your daily work, please contact your managers at RB-Messwerkzeuge GmbH as your first point of contact.

If you become aware of a possible violation of the work guidelines, we encourage you to report it. Your report will be treated with strict confidentiality. Employees, who in good faith, report information about non-compliance with the work guidelines will not face any retaliation.

In the event of violations of the work guidelines, RB-Messwerkzeuge GmbH will take appropriate actions to properly address the situation.

Our primary approach will be to resolve the matter by explaining the importance of the work guidelines to the affected employees. However, labor or disciplinary measures will also be taken in accordance with applicable regulations.

RB-Messwerkzeuge GmbH will regularly review these work guidelines, and the management will decide on any necessary changes. All information will be handled with strict confidentiality and verified by specially trained personnel committed to confidentiality.

Thank you for taking the time to read the guidelines concerning working conditions and human rights.

It will help you recognize the most important risks for yourself and for RB-Messwerkzeuge GmbH by understanding your responsibilities.

Impressum

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