



Code of Conduct

ABUS
CRANE SYSTEMS

FOREWORD BY THE MANAGEMENT OF ABUS KRANSYSTEME

The ABUS Kransysteme Group is a major European indoor crane manufacturer with a global service and sales network. At our production sites in Gummersbach, we manufacture crane systems and lifting equipment up to a capacity of 120t. Including the European service and sales subsidiaries, over 1200 employees work for the ABUS Kransysteme Group. In addition, we offer comprehensive service and installation services.

As an owner-managed business, sustainable economic activity as well as assuming social and societal responsibility are just as much part of our self-image as compliance with applicable laws and regulations. Since 2019, the ABUS Kransysteme Group has been majority-owned by a foundation that is committed to charitable, benevolent and Christian causes.

The basis and orientation of our actions is the Christian faith. Within this framework, we are guided by national and international guidelines and conventions such as:

- the United Nations Universal Declaration of Human Rights (UN-UDHR)
- the United Nations Guiding Principles on Business and Human Rights (UNGPR)
- the United Nations Convention on the Rights of the Child (UN-CRC)
- the OECD Guidelines for Multinational Enterprises

The ABUS Code of Conduct is also based on the Supply Chain Due Diligence Act (LkSG).

The management of the ABUS Kransysteme Group takes responsibility for implementing the principles listed below and will continuously review them in the future.

AT A GLANCE

Major European indoor crane manufacturer

Owner-managed company with social and societal responsibility

Sustainable, economic business



Work and Human Rights

The ABUS Kransysteme Group upholds the human rights of its employees and treats them with dignity and respect. This applies to all employees, including temporary and project workers, apprentices, interns, and temporary labour.

Working conditions, career management, and training

Our employees are an important key to the companies success through the motivation with which they pursue their daily work. Our goal is to promote a trusting working relationship for the benefit of both employees and the company and to create the conditions for our employees to remain highly motivated and work for the company for many years to come. We place great value on personal appreciation, fairness, and a wide range of development opportunities, and we promote the development and recruitment of specialists and managers from within our own ranks. Furthermore, we are committed to providing professional training for apprentices. With social benefits that go beyond statutory minimum requirements and a wide range of training programmes, we ensure that the ABUS Kransysteme Group remains an attractive employer.

We respect the right to social dialogue between companies and employees. Our goal is to maintain our consistency and trustworthiness through active exchange and interaction with our employees. We also maintain close and active cooperation with our customers and business partners based on trust and fairness. For us, it is not about short-term success but rather a long-term and sustainable orientation. Cooperation within the group of companies and with third parties should be characterized by decency, mutual respect, fairness and trust. Open communication should be maintained. Personal insults, discrimination or sexual harassment among employees will not be tolerated. The privacy of each employee should be respected in an appropriate manner.

The selection and promotion of employees should be based on their qualifications for the intended position.

AT A GLANCE

Motivation and trustworthy work as a company success

Attractive employer through additional social benefits and training programmes

Collaboration with decency, mutual respect, fairness, and open communication

Responsible Information Management

Every employee is obligated to treat as confidential business information related to the company group or its business partners which has not been made public, to take precautions against unintentional disclosure, and to use information only to the extent necessary for business interests. Employees are prohibited from illegally obtaining third-party business secrets. When exchanging information electronically, effective measures must be taken to ensure data security.

Informational self-determination and data protection

The ABUS Kransysteme Group respects the right to informational self-determination, the protection of personal data and the security of all business information in compliance with legal requirements and applicable data protection and information security laws in all business processes.

AT A GLANCE

Confidentiality of non-public information

Careful electronic information exchange

Protection of personal data and business information



Occupational Health and Safety

The Group is committed to preventing injury to individuals and damage to property in all business activities. We strive to create a safe and healthy working environment for our employees. Occupational safety and ergonomic workplaces contribute to a healthy and motivating work environment and play an increasingly important role in our daily work. In addition, health and safety standards for employees are regularly communicated, reviewed and adjusted in training sessions.

With qualified personnel and a health and safety management system based on the requirements of applicable norms, local legislation, risk assessments, and defined procedures, we ensure within the company group that risks to human well-being and the environment are minimised.

AT A GLANCE

Safe and healthy working environment through regular training

Ergonomic workstations ensure a healthy work routine

Monitoring through the ABUS Health and Safety Management System

Environmental protection

The ABUS Kransysteme Group aims to minimise resource consumption and consciously relies on the appropriate use of alternative energy sources. Local and internationally applicable environmental laws are complied with, and emissions are reduced wherever possible.

Sustainable business

As a family-run group of companies, we ensure that not only our products and services are geared towards quality, efficiency, economy and durability, but also the way in which the group operates and does business. We focus on long-term success and the prosperity of all parts of the group. Profits achieved are largely retained within the group and invested in the continuous expansion of activities. Furthermore, we pay strict attention to maintaining economic independence and entrepreneurial capacity through a consistently high level of equity capital.

AT A GLANCE

Use of alternative, environmentally friendly energy sources

Products and services focus on quality, efficiency, economy and durability

High equity capital to maintain economic independence



Expectations of suppliers

We expect our business partners to comply with all applicable laws as well as the principles set out in this Code of Conduct to ensure a sustainable and long-term relationship. In addition, business partners are expected to make appropriate efforts to ensure that their own business partners and supply chain comply with the requirements.

Fair market behavior

The group complies with national and international laws and behaves in an ethically correct manner. The company does not tolerate any form of corruption, extortion, embezzlement or bribery. The company also strictly ensures that it is not involved in money laundering activities. The company is committed to fair competition and adheres to applicable cartel and competition laws. Anti-competitive agreements with competitors, suppliers or customers are prohibited.

Complaints mechanism - dealing with violations

Employees, customers, business partners and suppliers may submit complaints or violations against this Code of Conduct by email to Lieferkette@abus-kransysteme.de. These are reviewed, evaluated and processed in cooperation of the management board.

AT A GLANCE

Compliance with all applicable laws by our business partners

Fair competition in compliance with applicable cartel and competition laws

TOGETHER WE MOVE MORE

PUBLISHER

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