

# Code of Conduct for Business Partners

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"We empower ambitious people to craft a better tomorrow."

This corporate purpose connects TTS as a holding company with its current five brands exoIQ, Festool, SawStop, Shaper and Tanos. All brands stand for a high level of innovation, quality, and user-orientation. We aim to produce the best and most efficient tools, accessories, and consumables for our target groups.

In doing so, TTS is committed to the standards of legal compliance, honesty, transparency, openness, and fairness.

As a third-generation family-owned business, our three values are very important to us:

- Premium: We go above and beyond for our customers.
- Innovation: We embrace diversity and boldly break new grounds together.
- Sustainability: We take responsibility for people and the future.

In addition to these standards, transparency and integrity characterize our self-image and our corporate culture. They are the benchmark for our actions and in our dealings with our business partners.

This code of conduct defines crucial principles for economic, socially responsible, and sustainable conduct. It outlines our fundamental understanding of collaborative partnerships and provides guidelines on compliance, as well as environmental and social standards. We expect our business partners, such as dealers, suppliers, and consultants, to adhere to these principles and commit to compliance.

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## Compliance with Laws

Our business partners commit to complying with the laws, regulations, and other rules of the countries in which they operate.

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## Free Competition

Adherence to the rules of free competition is a given for our business partners. They act fairly towards competitors, customers, and suppliers, ensuring that their business activities align with prevailing antitrust and competition laws. They refrain from engaging in anticompetitive practices, abusing their market position, or exhibiting any other unfair behavior.

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## Conflicts of Interest and Anti-Corruption

As the TTS Group, we make decisions based solely on factual and professional considerations, avoiding undue influence from personal or other interests. We expect the same from our business partners.

Our business partners ensure compliance with applicable anti-corruption laws and commit to refraining from actions that could lead to criminal liability for corruption or bribery by their employees or other third parties.

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## Foreign Trade, Money Laundering, and Conflict Minerals

Import and export of goods and other cross-border transactions, our business partners are expected to comply with all applicable import and export control laws, especially regarding embargoes, sanctions, tax laws, and regulations for money laundering prevention.

We expect our suppliers to ensure that all products delivered to us are free of conflict minerals.

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## Data Protection and Protection of Trade Secrets

Our business partners comply with relevant data protection laws and ensure the confidentiality of information and protection of intellectual property.

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## Treatment of Employees

Respectful treatment of employees is an integral part of our corporate philosophy. We align with the Universal Declaration of Human Rights and the core labor standards of the International Labour Organization (ILO).

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## Combating Slavery, Forced Labor, and Human Trafficking

We reject all forms of slavery, forced labor, and human trafficking. Our business partners respect the right to freely choose employment and comply with laws, regulations, and rules prohibiting slavery, forced labor, and human trafficking in their own operations and their supply chains.

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## Human Rights and Non-Discrimination

Our business partners commit to creating a fair and free working environment, promoting principles of equal opportunity and non-discrimination. Discrimination based on age, physical or mental disability, ethnic origin, gender, culture, religion, sexual identity, or other characteristics is not tolerated.

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## Combating Child Labor

Our business partners respect and protect children's rights as enshrined in the United Nations Convention on the Rights of the Child (1989). They avoid any form of child labor that compromises the physical or mental well-being of children, hinders their development, or jeopardizes their education. They ensure that all children in their influence have access to adequate nutrition, healthcare, education, and recreation. They promote children's participation in decisions affecting them and protect them from any form of violence, exploitation, abuse, or neglect.

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## Occupational Health and Safety, Fair Working Conditions, Freedom of Association

Our business partners comply with the applicable national regulations on occupational health and safety, designing workplaces in accordance with legal requirements and ensuring the safety of employees.

Our business partners also commit to observing the applicable national laws on working hours and vacations.

Our business partners ensure fair compensation for their employees, adhering to the applicable legal regulations on minimum wage and social benefits.

Our business partners employ only those workers who meet the legal minimum age for their respective employment according to applicable national laws.

Our business partners respect the right of their employees to join unions and similar organizations.

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## Sustainability and Environment

Our business partners commit to complying with the respective environmental laws and standards.

Our business partners endorse the goals of the Paris Agreement and support global efforts to reduce greenhouse gas emissions. They pursue a low-carbon strategy and set measurable goals to reduce their ecological footprint.

Our business partners promote best practices in environmental and climate protection in their organization and along their supply chain. They use renewable energy, improve energy efficiency, reduce waste, and increase recycling rates.

Our business partners commit to protecting and promoting biodiversity. They recognize that preserving species diversity is essential for ecological balance and human well-being. They avoid or minimize negative impacts of their activities on natural habitats and endangered species. They support initiatives to restore and enhance biodiversity in the areas where they operate.

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## Relationships with Third Parties, Supply Chains

The principles of this code of conduct play a crucial role in the selection of our business partners and for ongoing business relationships with our partners.

We expect our business partners to consider the principles described in this code of conduct when selecting their business partners and to commit them in a similar manner.

We are aware that the Supply Chain Due Diligence Act, which came into effect on January 1, 2023, imposes high requirements on the human rights and environmental due diligence of

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companies. We commit to complying with legal requirements and associated international standards, sensitizing and supporting our business partners accordingly. However, we reserve the right to take appropriate measures, up to terminating the business relationship, in case of violations of the Supply Chain Due Diligence Act or other significant aspects of this code of conduct.

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## Compliance with this Code of Conduct

We reserve the right to reasonably verify compliance with this code of conduct by our business partners. In the event of a violation of the provisions of this code of conduct, we reserve the right to request appropriate remedial measures from the business partner and, in particularly severe cases, to terminate the business relationship.

We take the individual rights of every person affected by our business activities very seriously. We have therefore set up a whistleblower system that enables anyone to report violations of this Code of Conduct or other relevant standards confidentially and without fear of reprisals.

E-mail: compliance@tts-company.com  
Telephone: +49 7024 804 20888 (Mailbox)  
Letter: TTS Tooltechnic Systems AG & Co. KG  
For the attention of the Compliance Officer (HV-Z)  
Confidential/Vertraulich  
Wertstrasse 20  
73240 Wendlingen  
Germany

All reports will be treated confidentially. We carefully review every report we receive and take appropriate action to remedy and prevent wrongdoing. We expect our business partners to also provide an effective whistleblowing system, protect whistleblowers and have a zero-tolerance policy towards violations.

Wendlingen, May 2024

TTS Tooltechnic Systems AG & Co. KG

The Management Board



Sascha Menges



Dr. Birgit Braches



Dr. Wolfgang Knorr