



DECLARATION OF COMPLIANCE

Dear Sir or Madam,

Since the founding of our company in 1890 until today, AMF stands for the highest quality in products and services. For this reason we have developed into internationally leading experts in the sectors of clamping, screwing and locking.

However, from the outset not only economic success mattered to us. Preserving our basic values and principles is equally important to us as well. As a member of society, we are aware of our responsibility. Not only do we want to satisfy our customers through our actions, but we also want to make a positive contribution to society. Our multifaceted social commitment forms the basis for this.

Furthermore, values such as integrity, ethics and trustworthiness also play a crucial role for us and shape our daily actions. Responsible and ethical conduct is our main priority and is practiced group-wide.

We have set forth these guiding principles in writing in this declaration of compliance. It contains our most important principles and measures in various areas and should give you the reassurance of having a reliable partner at your side in AMF.

Yours sincerely,

A handwritten signature in blue ink that reads 'Johannes Maier'.

Johannes Maier
Managing Director

1. HUMAN AND LABOUR RIGHTS

The preservation of the dignity and rights of the individual is one of our primary core principles and is self-evident for us. Any behaviour that violates this will not be tolerated. Every person at AMF is treated with respect and receives the same recognition and opportunities. All forms of physical, sexual or psychological impairment or harassment as well as intimidation or bullying are prohibited.

We do not tolerate any discrimination whatsoever, particularly on the basis of national or social origin, skin colour, gender, language, age, disability, capability, religious or political ideology, nationality or sexual orientation. We make our decisions based solely on factual information.

We reject the illegal employment of children or juveniles as well as any form of forced labour or human trafficking. We guarantee fair working conditions, offer appropriate remuneration and comply with labour regulations and laws. We recognize the right of each employee¹ to form or join unions and staff representative bodies without having to fear any threats, intimidation or disadvantages. We maintain open, trusting and cooperative interaction with staff representative bodies.

2. ENVIRONMENTAL PROTECTION

Our commitment to protecting the environment is enshrined in our environmental guidelines. Therein we commit ourselves to environmentally friendly behaviour as well as to compliance with the legal regulations and provisions.

We act responsibly and sustainably in the use of natural resources as well as in the production and distribution of our products. We strive to minimise environmental and climatic impact as much as possible during production. Waste materials are avoided or reduced and hazardous wastes are disposed of by certified specialist companies. Each employee is encouraged to actively support and continually improve environmental protection at AMF.

We observe and abide by the EU environmental regulations REACH and RoHS. As a downstream user of substances, we are not subject to compulsory registration in accordance with the REACH Regulation. According to our current state of knowledge, our products when used under normal, reasonably foreseeable conditions do not release any substances that could create a hazard, nor do they contain any particularly alarming substances (SVHC) according to the candidate list of the European Chemicals Agency (ECHA).

We also act properly in matters relating to the RoHS Directive. Even though most of our products do not fall within the scope of this directive, they are largely RoHS-compliant, however².



¹ For the sake of simplicity, only the masculine form will be used for all descriptions relating to persons in the following.

This always relates to genders of any kind, however.

² Exception: the following AMF products do not correspond to the thresholds of the RoHS Directive:

- No. 416 Pressed shutter bolt
- No. 440 Shutter latch

Should you require these products with a Cr(VI)-free surface, please send us a detailed request.

3. CONDUCT IN BUSINESS TRANSACTIONS

3.1 BRIBERY AND CORRUPTION

In international competition we rely solely on skills such as our quality, service and innovation and reject all forms of bribery or corruption. This is enshrined in our anti-corruption policy, which lays down the essential principles and regulations for this and should serve as a guideline in daily business life. It is binding for all employees, managers and members of the Board of Management of AMF.

In this policy, we are expressly committed to handle donations in an open and transparent manner and to accept or grant these solely within the framework of courtesy and hospitality and to a reasonable extent. Donations that influence the business actions and decisions of the recipient or may jeopardise free competition are prohibited. We would prefer to forgo a business transaction than to act unlawfully.

3.2 FAIR COMPETITION

We pay attention to fair, unrestricted and free competition and comply with applicable antitrust and competition law. This means in particular that we do not enter any relations with competitors, suppliers or sales partners, come to any agreements with these or take any actions that could impair or restrict free competition. This includes, for example, price agreements, the sharing of customers or sales territories, unfair methods of competition, agreements on renouncing competition or the exploitation of a dominant position. We neither exchange sensitive information with competitors nor do we procure this in an unlawful manner.

3.3 FOREIGN TRADE

As an international company, it is particularly important to us to ensure that no threats to international security emanate from our products and business activity. For this reason we comply with laws and regulations in the area of foreign trade and take appropriate measures in order to minimise security risks. This includes, for example, regularly comparing our employees and business partners with current terror lists. In addition, possible authorisation requirements or prohibitions for the export or import of goods are examined and appropriate measures are taken if necessary.

During customs clearance we also act in a proper and trustworthy manner, which our status as an „Authorised Economic Operator“ (AEO F 124876) proves.

4. DATA PROTECTION

Personal data is a property worthy of protection and is handled with great care. Personal data is collected, utilised, processed, stored and deleted solely in accordance with the applicable laws and regulations.

We collect and store personal data only for specified, explicit and legitimate purposes and to an appropriate degree.

As soon as the reason or purpose of the storage lapses, this data is deleted appropriately.

Data protection breaches are reported immediately to our data protection officer, who checks these and initiates the necessary steps.

Our employees have been informed about all relevant regulations concerning data protection at AMF and have committed themselves to protect personal data and to comply with the guidelines. The monitoring, as well as advice and support, if necessary, is performed by our data protection officer.





5. HEALTH AND SAFETY

5.1 WORK AND HEALTH PROTECTION

The health and safety of our employees has high priority for us. We are conscious of our responsibility towards our employees and of the commitment to ensure safe and healthy working conditions. Therefore, extensive measures or precautions are taken in order to prevent accidents and damage to health at the workplace and to meet the legal requirements. Every employee is obligated to observe and follow the safety instructions of the superiors as well as the occupational safety and accident protection guidelines. Our work safety specialist advises and supports us in the safeguarding and development of our work safety. In addition, we are also particularly concerned about the health of our employees. Thanks to the wide range of numerous preventive and health-promotion measures, such as company sports activities, company races or information events, we actively promote the physical and mental health and capability of our employees.

5.2 PRODUCT SAFETY

AMF stands for high-quality and perfect products. This promise also includes ensuring reliability and safety when handling our products as well as meeting the legal requirements for product safety. Therefore, we continuously monitor the quality and safety of our products and take the necessary measures to maintain and improve these.

5.3 AVIATION SAFETY

We are actively committed to aviation safety. Through our status as a „Known Consignor“ (DE/KC/01253-01) we can ensure that all necessary measures are taken to protect air freight from unauthorized access and manipulation and to transfer it safely.

To this end, we comply with special safety regulations, e.g. by means of special receiving controls, employee training courses as well as the appointment of a Civil Aviation Safety Officer. We have always passed external examinations without any complaints.

AMF / 28.06.2019