



Corporate Responsibility and Compliance (including avoidance of Slavery and Human Trafficking) - Declaration of Huf Group

Introduction

Huf Group develops and produces mechanical and electronic key systems, lock sets, steering locks, remote control systems, telematic and tire pressure monitoring systems for the automotive industry. Today, Huf has approx. 7,800 employees located in 16 countries worldwide.

We make this declaration respective to section 54 of the United Modern Slavery Act 2015. Furthermore we intend to give insides on the responsible business approach of Huf to our valued stakeholders. This declaration covers all companies of the Huf Group (<https://www.huf-group.com/companies/>).

In our Code of Conducts (Huf Code of Conduct for Employees and Huf Code of Conduct for Suppliers) we commit to the principles of the UN Global Compact, the core work standards of the International Labour Organization (ILO) and the OECD guidelines for multinational companies. That includes, but is not limited, to all forms of Human Trafficking, Modern Slavery, Child Labor or Forced Labor.

In addition to that, we have been signatory of the UN Global Compact since the beginning of 2018

We operate internal compliance processes, in order to avoid any violations of the Code of Conducts. That includes preventive, check and reporting actions.

Preventive actions

- We make the Huf Code of Conducts available to all employees and suppliers (published on Huf website / Huf Partner Portal)
- We perform internal trainings (including e-Learning)
- We offer supplier trainings (e-Learning)



- We use supplier days and Huf internal conferences to raise awareness on our expectations for a responsible business behavior.

Check actions

- We operate a whistleblower system, which is open for Huf internal employees and third parties (corporate-responsibility@huf-group.com)
- We consider the Supplier Code of Conduct in the ordering processes
- We have performed Compliance audits.

Reporting actions

- We regularly collect Compliance and Corporate Responsibility information of all Huf companies (based on GRI standard) and update our ethical policy based on these facts, when this is required and appropriate
- We perform a stakeholder dialogue including reporting
- We publically report on Compliance and Corporate Responsibility performance, based on the UN Global Compact.

Continual improvement

We will appropriately improve our processes for an ethical business behavior according to the required needs. This includes a continuation of the dialogue with our stakeholders by making reports of our responsible business approach available to them.

On behalf of the Huf Group

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