

Fairness & Inclusion

Respect is a fundamental part of how we work together.



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Gregor Keil
CEO at Stockhausen

DEAR EMPLOYEES,

How we work together is crucial to our success. Respect, fairness, openness to diversity and professional collaboration form the foundation of our actions and are an integral part of how we operate.

Our company values Performance, Ownership, Clarity and Grit shape our daily cooperation, both internally and externally. They stand for strong results, personal responsibility, clear communication and the determination to tackle challenges together.

We see different perspectives, experiences and backgrounds as a strength. We expect all employees to act with clarity, ownership and a strong sense of responsibility, and to actively contribute to a respectful and fair company culture.

A handwritten signature in blue ink, appearing to be 'G. Keil', written in a cursive style.

1. Our Understanding

Stockhausen stands for a working environment in which all employees are treated with respect, fairness and equality. We see different perspectives, experiences and backgrounds as a strength that improves collaboration, innovation and customer focus. Diversity is not a separate program for us. It is part of our everyday way of working. We are committed to an inclusive environment in which all employees can contribute their skills and potential.

2. Equal Treatment and Respect

Discrimination, harassment or unequal treatment are not tolerated. Decisions in personnel-related processes are based on objective criteria such as qualification, performance and suitability. Regardless of gender, age, origin, nationality, religion, beliefs, sexual identity, disability or other legally protected characteristics, the same principle applies to everyone: equal opportunities and respectful treatment.

3. Responsibility in the Workplace

Leaders have a particular responsibility to actively promote a respectful, safe and inclusive working environment. At the same time, every employee is expected to contribute to open and professional collaboration. We expect behavior that aligns with our company values and our Code of Conduct. In matters of equal treatment and inclusion, we work closely with employee representatives.

4. Accessibility, Health and Reintegration

We aim to provide accessible workplaces and digital working environments and to remove barriers wherever possible. Employees with disabilities or health limitations are supported through appropriate workplace adjustments, taking operational requirements into account. We support employees in maintaining or regaining their ability to work, including structured reintegration processes after extended periods of illness. We pursue sustainable solutions that consider both individual needs and business requirements.

5. Work-Life Balance

We recognize that employees have family and personal responsibilities. Where operationally possible, we support flexible working models and solutions that help balance professional and private requirements.

6. Human Rights and International Standards

Stockhausen aligns with internationally recognized human rights and labor standards. This includes, among others, the core principles of the International Labour Organization and principles of fair working conditions. This commitment applies not only internally but also throughout our business relationships.

7. Reporting and Handling of Violations

Reports of discriminatory or inappropriate behavior can be submitted through existing internal reporting channels. All reports are treated confidentially. Violations of our principles are not tolerated.



**„Diversity is part
of our culture.“**



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*„Responsibilities are embedded
in our leadership and HR
structures.“*

8. Governance and Responsibility

Our focus is on pragmatic and effective measures that fit our organization and our teams. Clear responsibilities for diversity, equal treatment and inclusion are embedded in our leadership and HR structures. Leaders are responsible for promoting an inclusive culture, ensuring fair practices and actively implementing these principles within their respective areas of responsibility.

9. Review and Continuous Improvement

We regularly review our policies and measures to ensure their effectiveness and alignment with legal requirements and business objectives. Where improvement needs are identified, we take appropriate actions to strengthen equal opportunity and inclusion.

10. Expectations Toward Business Partners

Our commitment to fairness and equal treatment also applies to our business relationships. We expect our customers, suppliers and partners to comply with applicable laws and to uphold the principles of non-discrimination, respect and responsible conduct.

IMPRINT

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<https://www.stockhausen.com/en/contact-and-documents>

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