POLICY STATEMENT - Compliance with FSC Core Labor Requirements

The company **STABILO International GmbH is committed to complying with the FSC core labor standards,** as published in FSC-STD-40-004-V3-1 under the point 7.

In the company , compliance with these rules is additionally prescribed by internal guidelines (e.g. Social charta, Code of conduct). We control compliance with the requirements through internal (employee interviews, staff meetings, internal audits or internal communication) and external examinations (company audits, wage tax audits, external audits, cooperation with the company doctor). We work closely with state and non-state agencies (authorities, professional associations, health, pension and social insurance funds, IHK, etc.) and fulfill theri requrements. We comply with our control and information obligations at all times.

The core labor standards, as they have been declared by the FSC, are not only the basis of our work from a legal point of view. For us, from an ethical and moral point of view, they represent the minimum requirements for work. Through gainful employment, no employee should be subject to constraints and restrictions that prevent him or her from freely forming and exercising opinions and from free development. Nobody should be impaired in their personal development. Entrepreneutrial activity should be based on mutual respect and appreciation. In our opinion, this leads to the greatest sucess for all parties.

STABILO International GmbH declares:

We do not use child labor

We do not employ workers under the age of 15.

No person under the age of 18 are employed in hazardous or heavy work; unless it is training under approved national laws and regulations.

We prohibits the worst forms of child labour.

We exclude all forms of forced and compulsory labor.

This excludes the following forms, for example:

Physical and sexual violence

Debt bondage

Withholding of wages/including payment of labor fees and/or payment of a deposit to take up employment

Restriction of the employee's mobility

Retention of passport and/or identity papers

Threat of denunciation to the authorities

Employment relationships are voluntary and based on mutual consent, without the threat of penalty.

We ensure that employment and professional practices are not discriminatory.

Approved: D. Melzer

We respect freedom of association and the effective right to collective bargaining.

Workers can establish or join workers' organizations of their own choosing.

The certificate holder and all its sites respects the full freedom of employee organizations to set up their statutes and rules.

The company will deal in good faith with legally constituted workers' organizations and/or properly elected representatives and will use the best efforts to reach a collective agreement where appropriate.

Collective agreements are implemented where they exist.

Signed on:	01.10.2026
Signed by:	
Name and function:	Nils Rosenbaum, ExCo SCM
Published:	www.stabilo.com, 10/2026

This Policy statement is valid for Central Unit and all participating sites:
STABILO International GmbH – Central Unit Heroldsberg (D)
STABILO International GmbH – Participating site Weissenburg (D)
STABILO International GmbH – Participating site Strasburg (F)
STABILO International GmbH – Participating site Ceský Krumlov (CZ)
Schwan STABILO Promotion Products GmbH&Co.KG –Participating site Heroldsberg (D)

Non-FSC-certified subcontractors (according to FSC-STD-40-004 V3-1 Section 13) who do not carry out work within the scope of the certificate on site (details in "List of subcontractors")