

## Human rights policy

### Preamble

ELSTA Mosdorfer GmbH, a Knill Group company, has been a reliable partner for our customers and a stable employer since 1972. We are fully and unreservedly committed to the protection of human rights (see also the Knill Holding Code of Conduct, [www.knillgruppe.com](http://www.knillgruppe.com)). Compliance with human rights extends to all areas of the company and all locations, and we expect the same from our contractual partners. In exercising our specific corporate responsibility, we are particularly committed to the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, compliance with the international labour standards of the International Labour Organisation (ILO) and the minimum safeguards pursuant to Art. 18 of the Taxonomy Regulation.

### Equal treatment

ELSTA Mosdorfer GmbH avoids any form of discrimination. Harassment or abuse of employees, discrimination based on race, skin colour, gender, religion, political opinion, nationality, social origin, age, health status, disability, trade union membership and sexual orientation will not be tolerated. Opportunities for professional development are based solely on ability and commitment.

### Equal pay/working conditions

We offer fair remuneration and comply with all labour laws and regulations, including provisions on minimum wage, payment for overtime work and working hours. We ensure equal pay for all genders. Remuneration at all locations is above the local living wage, and ELSTA also ensures adequate rest and leisure time, e.g. by limiting working hours.

We do not tolerate any form of harassment in the workplace – whether sexual, physical or psychological, such as bullying.

We respect freedom of assembly and the right to organise in trade unions, and we encourage freedom of expression on all matters relating to the working environment.

### Whistleblower protection system/employee surveys

Our whistleblowing system helps to identify and respond to wrongdoing.

### Forced and child labour

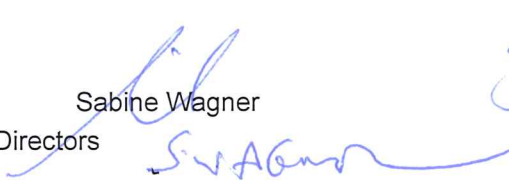
We reject all forms of forced and child labour and only employ workers who have reached the legal minimum age applicable to their location.

Kaindorf, August 2025



Robert Rappold

Managing Directors



Sabine Wagner



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Human Rights Officer