

	<u>Doc.-name:</u> ESG Sustainable Procurement Policy of the ZAHORANSKY Group [Englisch]	<u>Doc.-number:</u> D5104600 <u>Revision:</u> 1.0	<u>Approval date:</u> 1/26/2026 3:44 PM <u>page:</u> 1 of 3
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Sustainable Procurement Policy of the ZAHORANSKY Group

Our Understanding

For ZAHORANSKY, sustainable procurement means taking responsibility across the entire value chain. Environmental protection, fair working conditions, respect for human rights and business ethics are at the heart of our purchasing strategy.

Global challenges – such as the growth of the world's population to around ten billion people by 2050 – require the responsible use of resources. This is of particular relevance for our industry, intralogistics, as it makes a significant contribution to efficiency, networking, individualization and sustainability.

Through a sustainable supply chain, we want to create added value for society, reduce ecological burdens and ensure the resilience of our company. The basis for this is our systematic materiality analysis, stakeholder dialogue and ZAHORANSKY's supplier code of conduct, which forms the basis of our business relationships.

Scope of application


This policy applies to all procurement processes, products and services of the ZAHORANSKY Group worldwide. It obliges us to continuously improve the performance of our supply chain, systematically taking into account environmental standards, respect for labor and human rights, high standards of business ethics, and transparency and sustainability and integrating them into all procurement decisions.

Principles of our actions

ESG criteria are firmly anchored in our procurement decisions. We expect all suppliers to comply with our Supplier Code of Conduct or equivalent standards. Regional suppliers are preferred to strengthen local economies and reduce transport emissions.

We promote climate protection through certified environmental management systems (e.g. B. ISO 14001) and are committed to occupational health and safety along the supply chain. Compliance with international labour standards and respect for human rights are binding for us.

In addition, we rely on partnership-based relationships: We maintain a long-term, fair and trusting cooperation with our suppliers, based on shared values and mutual respect.

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Our goals and key figures

Qualitative goals	Quantitative goals	KPIs / Target Values	Time horizon
ESG is an integral part of our business relationships	Number of suppliers with signature of the ZAHORANSKY Supplier Code of Conduct or submission of equivalent standards	100%	By 2027
Balanced ESG risk profile across the supply chain	External purchasing value from regional suppliers	80%	By 2030
High transparency of ESG performance	Suppliers for production materials assessed according to ESG criteria	80%	By 2030
Reduction of climate risks	A-suppliers certified according to ISO 14001	80%	By 2030
Minimizing environmental risks	Suppliers checked for environmental risks	80%	By 2030
Securing human rights	Suppliers screened for social risks	100%	By 2026
Whistleblowing & Grievance Mechanisms	Establish a secure channel to report supply chain breaches.	100%	By 2027

Principles & Standards

We respect the principles that companies support and respect the protection of international human rights, ensure that they are not complicit in human rights violations, uphold labour rights including freedom of association, abolish forced and child labour, promote equal treatment and anti-discrimination, and oppose all forms of corruption, including extortion and bribery.

Governance & Responsibility

- **Strategic Responsibility:**
Management, Purchasing, Sustainability Management
- **Operational implementation:**
Purchasing
- **Support:**
Purchasing, Supplier Management

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Compliance & Reporting

- **Compliance:**
Compliance with this guideline and local legal obligations regarding the material topic of "sustainable procurement" is regularly monitored by the Group Executive Board and the Compliance Management Board and checked on a random basis in the context of audits and checked on a random basis in the context of audits.
- **Reporting:**
The status and actions taken to achieve the Sustainable Procurement goals and targets, as well as the consolidated performance of the KPIs, are reported annually and published in the Sustainability Report.

Todtnau, 13.11.2025

Ric Nachtmann

Dr. Heinrich Sielemann

