

## Social issues

The Harmonic Drive SE as a socially responsible company with ethical reputation respects the international standards "Social Accountability 8000" (<http://www.sa-intl.org/>) and expects this equally from its business partners. The standard is based on a number of existing international human rights, including all main conventions of the International Labor Organization (ILO), the general statement of human rights and the convention of the United Nations pertaining to children`s rights.

The Harmonic Drive SE complies within the international context the following standards for the purpose of SA 8000:

- prohibition of child and forced labour
- to provide a safe and healthy workplace
- right to freedom of association
- ban on discrimination
- ban of disciplinary measures (in terms of corporal punishment, mental or physical coercive measures and verbiage)
- compliance of working hours
- compliance of payment

We are committed to ensure that our business partners comply with the standards for according to SA 8000.

In the event of non-compliance or in a case of your breach against the standard of SA 8000, we take all necessary adjusting measures to improve the situation and meet the requirements within an appropriate period. If it should come to non-compliance or infringements without your effort to undertake appropriate adjusting steps, we are committed not to start or to terminate our cooperation. In such a case, we reserve the right to – if necessary extraordinary – terminate our business relationship.

Limburg,

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Place, Date



HARMONIC DRIVE SE  
Hoenbergstraße 14  
65555 Limburg a. d. Lahn

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Signature, Company stamp