



GMN Paul Müller Industrie GmbH & Co. KG

GMN declaration - compliance management system in accordance with DIN ISO 37301:2021

GMN Paul Müller Industrie GmbH & Co. KG has an integrated management system certified by DQS in accordance with DIN EN ISO 9001:2015 and DIN EN ISO 50001:2018; the relevant certificates confirm, amongst other aspects, that the organisation, as well as the processes and procedures within our business are specified and documented in a traceable manner.

In addition to the external certification mentioned above, the entire integrated GMN management system is based on the following five standards, which – with varying degrees of emphasis and application – form the cornerstones of the "culture of the GMN organisation":

- DIN EN ISO 9001 → Quality management systems
- DIN EN ISO 50001 → Energy management systems
- DIN EN ISO 14001 → Environmental management systems
- DIN ISO 37301 → Compliance management systems
- DIN ISO 45001 → Occupational health and safety management systems

The "Compliance management guidelines" have an all-embracing, unifying function in relation to all the above standards. In the context of the management review of the integrated management system (taking into account the principles of DIN ISO 19011 – Guidelines for auditing management systems) this aspect is implanted in the related forums.

This general functional view is supplemented, amongst other aspects, by the following specific arrangements for the organisation:

- Employment contract, working hours and remuneration: everyone at GMN undertakes their work voluntarily based on a written employment contract in accordance with the statutory provisions of the German Civil Code (BGB);
- Equal opportunities and non-discrimination: no one is discriminated against on the grounds of age, disability, political opinion, gender, ethnic, national or social origin, skin colour, sexual orientation, religion or ideology....
- Protection of the environment: the sustainable and resource-reducing use of raw materials of any type is firmly integrated into GMN's structure.
- Energy efficiency and energy management: the improvement of energy-related performance, the conscious use of energy, as well as the systematic assessment of energy-related aspects are firmly integrated into the GMN management system.
- Conflict of interest: GMN employees strictly separate their private interests from their work at GMN.
- Child labour and the protection of young people: all forms of child labour are opposed, strict compliance with all regulations for the protection of young workers is clearly stipulated.
- Human rights: based on the German Basic Law (Grundgesetz), these are core values in our organisation.
- Use of company property: careful and sustainable use of the equipment provided is agreed with all GMN employees.
- Freedom of association and assembly: all GMN employees have the right to organise themselves and can have their interests represented through the works council.
- Gifts and benefits, corruption: clear guidelines for action in accordance with current legislation, with responsibility resting with the management

All suppliers are integrated identically into all these GMN internal regulations within the framework of the related collaboration.

In summary, we would therefore request you to refrain from signing individual customer documents.
The Quality Management Department is at your disposal if you have any queries related to this matter.

Nuremberg, July 2026

GMN Paul Müller Industrie GmbH & Co. KG

Signed

Dr. J. Falker
Managing Director

Q - Dokument: **QS-GF-AD.007 – Blatt 2**

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