

## WESSLING Code of Conduct

Since the foundation of WESSLING in 1983, it has been our aim to provide our business partners with high-quality, customised analysis, consulting services and holistic solution concepts for real estate, environment, food, consumer products, pharmaceuticals and cosmetics. To this end, we continuously expand our expertise and our services throughout the group.

As a family-owned company, we stand for independence, integrity and innovation. We see ourselves as a learning organisation where people can learn and then perform to an exceptionally high level because of their diversity and uniqueness. We see people as being highly inquisitive who are willing to change. We see cultural particularities as an asset, appreciate differences and recognise respective strengths. This is also reflected in the way that we deal with each other and in our participative management style.

As a learning organisation we react to changing conditions and requirements. In doing so, we act in the knowledge that we are not in possession of the truth, but nevertheless have the skills to develop and implement better solutions together with our partners and employees. This applies equally to the quality of our services, active environmental protection and the social and ethical aspects of our actions. We regard the principles of the UN Global Compact and the sustainability goals of the United Nations, based on these principles, as guidelines and impetus for change.

We not only commit ourselves, but also our business partners and suppliers, to meet the demands of change. With the aim of designing a joint improvement process, we check compliance with the following principles after prior consultation, and if necessary also within the framework of internal audits of suppliers and business partners. We expect both ourselves and our partners to comply with the following principles, which must not be called into question by separate agreements or arrangements:

## 1. Compliance with laws, regulations, and standards

Compliance with all applicable laws, regulations and standards is not the objective but the basis of all activities.

## 2. Fair business practices

### 2.1 Anti-bribery and anti-corruption

Bribery, corruption, extortion, embezzlement and other comparable actions associated with unfair benefits or attempts to gain an unfair advantage with customers and other third parties through corresponding behaviour are strictly prohibited. The acceptance of inadmissible advantages is also prohibited. Private interests must be separated from business interests.

### 2.2 Fair competition

Practices that undermine the rules and regulations of free and fair competition are prohibited. These include, for example, price fixing with market participants to the detriment of the customer, the supplier and other parties in the supply chain.

### 2.3 Ensuring data protection and confidentiality

Business information, business secrets, data and information of partners and interested parties must be handled, consistently, in accordance with the requirements of the applicable data protection regulations that are applied to our own data, information and secrets. Deviating from the obligation to maintain secrecy or an undue use of data, secrets and information is prohibited.

## 3. Ecological action and safety at work

### 3.1 Efficient use of resources and avoiding waste

Activities, processes and services are to be regularly reviewed with regard to an economical use of resources. Wherever the use of resources can be controlled and influenced, targets for the continuous improvement of the use of resources are to be defined and measures implemented wherever possible. The efficient use of resources also means avoiding waste. As a priority, waste that is generated will be recycled. Products should be designed in such a way that they meet the requirements of a circular economy.

### **3.2 Using energy efficiently and protecting the climate**

Products, activities and processes that affect energy-related performance and the generation of emissions shall be regularly reviewed for opportunities to increase energy efficiency and to prevent or reduce emissions. Wherever possible, targets shall be set and measures implemented that aim at using renewable energy sources or improved energy efficiency and thereby effectively protect the climate.

### **3.3 Saving water and protecting soil**

Products, activities and processes must be geared towards the efficient use of water. If possible, water should not be altered through use and only if necessary. Any discharge of waste water into a water body or the subsoil must meet the requirements of sustainable water management and the requirements of soil protection. The consumption of soil, through construction measures and other actions, for example, must be reduced to a minimum.

### **3.4 Working safely and protecting health**

Occupational safety and health protection have the highest priority. For this reason, work is designed in such a way that any risk to mental and physical health is minimised as far as possible. The regular assessment of working conditions is the basis for appropriate measures. An occupational health and safety organisation ensures that both the company and the individual employee can fulfil their duties.

### **3.5 Creating awareness**

Training, instruction, information or other awareness-raising and skill-building activities shall ensure that employees and third parties are aware of the significant environmental protection and occupational safety aspects related to their activities and can make their contribution to improving environmental protection and occupational safety performance.

## **4. Assuming social responsibility and acting ethically**

### **4.1 Supporting employees' rights and duties**

Employees enjoy the right to freedom of association and collective bargaining and therefore have the right to form employee representatives. Employees' rights, such as the right to the agreed salary, reasonable working hours or holidays, are fully respected, irrespective of any employee representation. All those involved whether willing or, where necessary, put in a position to exercise their rights and fulfil their duties for the benefit of the company and each individual.

#### **4.2 Being fair**

Equal opportunities and equal treatment applies to all - regardless of gender, ethnic origin, religion, sexual orientation, age, illness or disability, or any other distinguishing characteristic. Any form of discrimination or bullying is firmly opposed at all levels of the company.

#### **4.3 Qualifying**

The further training and qualification of employees is a prerequisite for a permanently high delivery capacity and is a tool for employee development. Qualification measures are planned and implemented with equal opportunities in mind.

#### **4.4 Preventing forced labour and child labour**

All forms of forced and child labour will not be tolerated.

Altenberge, 21 September 2020