



Code of Conduct for Suppliers

Principles for cooperation with
companies adopted
by WESSLING Germany

Sustainability is not just a goal for us but a key component of our business enterprise.

Here at WESSLING we firmly believe that compliance with ethical, social and environmental standards is crucial along the entire supply chain. This statement sets out the expectations which we have of our suppliers in order to guarantee our joint commitment to responsible practices and a sustainable value-added chain. The Code of Conduct is based on national laws and regulations, especially on the principles set out in the Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltspflichtengesetz - LkSG) and on international conventions, namely the United Nations Universal Declaration of Human Rights, the guidance on the rights of the child and commercial enterprise, the United Nations "Guiding Principles on Business and Human Rights", the international labour standards issued by the International Labour Organization, and the United Nations Global Compact.

As a company which subscribes to "Quality of Life" as its mission statement, we see sustainable business enterprise not only as an obligation but also as integral to safeguarding the future. We are committed to sustainable commercial enterprise in which our business practices are fundamentally moulded by ecological and social concerns in keeping with the mission statement. Sustainability is not just a goal for us but a key component of our business enterprise. We therefore apply the principles and standards set out here as a code of social responsibility and environmental protection not only for ourselves, but also for our suppliers, in order to achieve a positive and sustainable impact in our global supply chain.

Do you have any questions or concerns about the LkSG?

Please feel free to contact us by email: lksg@wessling.de

Labour law & human rights

Social responsibility

HUMAN RIGHTS

In accordance with the Act on Corporate Due Diligence Obligations in Supply Chains, it is a matter of vital importance for us at WESSLING to be proactive in ensuring the comprehensive protection of international human rights, particularly along our supply chain. We attach great importance to the integration of human rights in the guiding principles adopted by our suppliers. Particular attention is paid to the consistent avoidance and abolition of child labour, the elimination of forced labour, and the assurance of zero tolerance for discrimination in the workplace.

We advocate occupational practices whereby the people employed by our suppliers are treated fairly and with respect.

We need to be certain that they will not be subject to abuse, harassment, corporal punishment or torture in their work and that they will not be threatened or coerced in any way. We aim to promote a work environment based on mutual respect and dignity.

We also require our suppliers to ensure that no human rights violations occur along their entire supply chains. We share the responsibility for upholding these fundamental principles with our partners and we encourage them to play an active part in establishing a supply chain which unreservedly respects ethical principles and human rights.



HEALTH & SAFETY IN THE WORKPLACE

We set high standards when it comes to health & safety in the workplace and expect our suppliers to share these values. The health of our employees is a top priority, and it is important to us that the people employed by our suppliers can also work in a safe environment. We therefore urge our suppliers to be proactive in protecting the health of their teams and to put effective measures in place to prevent unsafe working practices.

In order to achieve this goal, we expect our suppliers to carry out regular checks and assessments in order to identify potential sources of danger and to take appropriate measures to minimise risk.

This will include checking equipment, reviewing working conditions, and introducing training sessions on safe work practices.

Our primary objective is to avoid any risks to the health & safety of employees in the workplace. We expect our suppliers to be proactive and put measures in place to minimise industrial accidents and ill health. By working with our suppliers and seeking joint input, we strive to establish a working environment which is not only efficient but also safe and conducive to the good health of all.

DIVERSITY AND INCLUSION

Here at WESSLING we attach great importance to diversity and inclusion and expect our suppliers to be equally committed to these values. We presume that suppliers will actively promote equality in their dealings with their employees. This expressly includes the avoidance of any discriminatory treatment based on gender, disability, nationality, social background, political affiliation, pregnancy or religion.

Our suppliers are obliged to ensure that their labour practices and employment standards are free from discrimination of any kind. We advocate an environment of respect and tolerance in which all employees can work and enjoy equal opportunities, regardless of their individual characteristics.

We also urge our suppliers to cultivate a working environment where their employees will not face any discrimination or harassment. This will include not only issuing appropriate guidelines but also fostering a corporate culture which regards diversity as a strength.

In shouldering this responsibility together, we want to ensure that every link in our supply chain will establish an inclusive working environment in which all individuals can develop their skills and contribute to shared success.

COMPLIANCE WITH STATUTORY LABOUR LAW REQUIREMENTS

We set the highest standards in terms of compliance with statutory labour law requirements and expect our suppliers to fully endorse these standards. In terms of our main expectations, we insist on compliance with the applicable legal provisions and with the standards published by the International Labour Organization (ILO) in respect of working hours for employees.

As a company with a strong focus on social responsibility, we stress the importance of compliance with the Minimum Wage Act (Mindestlohngesetz - MiLoG) in Germany by our suppliers. We expect guarantees that this legal obligation is an integral part of their business practices and that all their employees are on fair pay commensurate with their service.

Fair and competitive remuneration for employees forms the foundation of ethical working practices. We expect our suppliers not only to abide by this principle but also to play an active part in establishing just and reasonable working conditions. In spelling out these guidelines, we want to ensure that not only the minimum legal standards but also ethical principles are upheld in the treatment of employees all the way along our supply chain.



Ethical responsibility

INTEGRITY IN BUSINESS DEALINGS AND ANTI-CORRUPTION MEASURES

WESSLING attaches supreme importance to integrity in business dealings and is clear about the standards expected from suppliers in respect of ethical business practices. We expect our suppliers to conduct their business entirely above board and in accordance with ethical standards. Our common goal is to promote a transparent business culture which is beyond reproach and based on trust and respect.

It is essential that our suppliers take action against all forms of corruption, embezzlement, breach of trust and money laundering. We insist not only that they do not engage in these practices themselves but also that they ensure that such practices are not condoned in their name or tolerated by them.

A clear rejection of illegal payments or benefits of other kinds granted to employees or public officials is of fundamental importance to us. Our suppliers are encouraged to make decisions based on objectivity and competence, without being influenced by undue advantages.

WESSLING expects its suppliers not to allow any violations of applicable laws or ethical standards. Another criterion for cooperation with our suppliers is the absence of legally binding convictions for tax offences, cartel agreements, bribery offences or other premeditated crimes. Compliance with these standards is not just a legal requirement in our view but an essential part of our shared commitment to ethical and responsible corporate governance.



CONFLICTS OF INTEREST

We attach great importance to transparency and integrity in collaboration with our suppliers and expect them to come forward at any time with information about situations which could lead

to conflicts of interest. Openness and honesty about situations of potential conflict are crucial to ensure that our cooperation is based on fair and clear principles.

FAIR COMPETITION

We believe in fair and transparent competition and expect our suppliers to fully observe and comply with all national and international antitrust laws and any other relevant requirements. Compliance with these laws is critical to ensuring that competition in the market remains fair and open. We also encourage our suppliers to take action

against unfair, non-transparent and restricted competition. The promotion of fair competition is not only in the interests of WESSLING but it is also conducive to healthy market dynamics overall. We encourage our suppliers to take appropriate preventative measures to ensure that their business practices meet the ethical standards.

DATA PROTECTION

The protection of confidential information and intellectual property rights is of great importance to WESSLING, and we expect our suppliers to assume this responsibility in an appropriate and lawful manner. Any collaboration based on trust is subject to the correct handling of sensitive data in line with the standards applicable at any given time.

We presume that our suppliers will treat confidential information and intellectual property rights with the utmost care. This presupposes not only that the data protection requirements will be met but

also that security measures will be put in place to ensure that this information is protected from unauthorised access.

It is our expectation, in anticipation of successful cooperation, that our suppliers will not pass on confidential data and information to third parties. We also insist that these data are stored securely in order to guarantee their confidentiality and integrity. These measures are critical to underpin the trust in our partnership and to ensure that data protection is an integral part of our shared business practices.

Environmental credentials and ecological stewardship

RESOURCE CONSERVATION AND CLIMATE ACTION

WESSLING attaches great importance to the sparing use of natural resources and the protection of our environment. We therefore expect our suppliers to be responsible and efficient in their management of these valuable resources, thereby duly reducing the negative impact of their operations on the environment. This will include conserving biodiversity, fighting climate change and easing water shortage. We encourage our suppliers to develop and adopt their own strategies in a push to counteract these challenges.

It is also assumed that our suppliers will be committed to eco-friendly processes, materials and products and will be consistent in meeting the relevant environmental requirements. Our joint efforts should bear fruit in enabling us to make a positive contribution to environmental protection and together pave the way for a more sustainable future.



WASTE AND EMISSIONS

We expect our suppliers to play an active role in the reduction of waste volumes and in the efficient management of waste. The control and minimisation of air, water and soil pollution are of central importance to WESSLING. It is our joint responsibility to develop innovative ways of avoiding waste and reducing

emissions. Our ambition in collaborating in this way is to reap the benefits of an eco-friendly supply chain informed by sustainable practices and a shared commitment to our planet.

EMERGENCY ACTION, PREVENTIVE MEASURES AND HANDLING OF HAZARDOUS SUBSTANCES

WESSLING sets the highest standards in terms of safety and environmental sustainability and expects suppliers to take a proactive stance in order to promote these values and guarantee their presence throughout the entire product life cycle – from the development, production and transport of their products right through to their use and waste disposal.

The protection of company employees and the general public is at the forefront of our expectations. We count upon our suppliers to put effective preventative measures in place to ensure that potential hazards are avoided. The use of hazardous substances and any work associated therewith, which might have adverse effects on people and on the environment, is subject to continuous monitoring and must be managed appropriately.

It is a matter of supreme importance for WESSLING to ensure that hazardous substances do not pose a risk to the environment or to people at all stages in the relevant process, from procurement and handling right through to transport, storage, reuse and disposal. Explicit labelling of these substances is essential when it comes to guaranteeing transparency and safety. This package of measures is indicative of our willingness to work with our suppliers to ensure the safe handling and effective management of hazardous substances.



Management systems

SUPPLIER DEVELOPMENT

We expect our suppliers to adopt an attitude of respect in working with us, with a view to continuously improving and making every effort to sustain good performance. One key aspect is the opportunity for suppliers to provide evidence, upon request, that they meet generally accepted quality, environmental and social standards.

Direct dialogue with our suppliers is at the heart of our collaboration, with the focus on continuous improvement. We value open communication and the sharing of best practice in order to jointly promote sustainable development along the entire supply chain.

COMPLIANCE AUDITS AND COMPLAINT MECHANISMS

WESSLING expects its suppliers to identify any risks within supply chains and to take appropriate measures in this regard. WESSLING is entitled to make appropriate arrangements to conduct inspections, especially audits, in order to verify that suppliers are meeting the obligations and requirements set out above.

Any such audit may be carried out by WESSLING and / or by third parties on the instructions of WESSLING without any particular reason once per contract year, or at any time if there is a specific reason, on the premises of the relevant supplier subject to due advance notice in any given case and during normal business hours. The supplier may object to audits on a case-by-case basis where such measures would violate mandatory data protection legislation.

WESSLING will not delay in issuing notification of any breach and allow the relevant supplier a reasonable period of grace to make the necessary changes to its conduct to bring it into line with these requirements. Where applicable, the supplier must not delay in issuing notification that remedial action cannot be taken in the foreseeable future and must liaise with WESSLING on a strategy and a timetable for terminating or minimising the breach.

Anyone wishing to report misconduct is asked to contact WESSLING immediately. There is a link below to our whistle-blower portal where information can be provided anonymously.



