

Code of Conduct for Suppliers

Transparency, Trust, Collaboration

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Foreword

The guiding principles of WENZEL describe the values we share and how we want to collaborate - today and in the future. It provides us with a clear vision that we aim to achieve to sustainably secure our company's success. We can only achieve our goals together. Our values, such as personal responsibility, openness and transparency, as well as consistently lawful and ethically correct behavior, play an important role in this regard.

This Code of Conduct (hereinafter "CoC") defines the basic requirements placed on suppliers of goods and services to WENZEL regarding their responsibilities towards their stakeholders, employees, and the environment in general.

The supplier hereby declares:

Compliance with legal regulations

- to comply with the laws and regulations of the applicable local jurisdiction(s)
- respect for the fundamental human rights of employees promotion of equal opportunities and equal treatment of employees regardless of skin color, race, nationality, social background, disabilities, sexual orientation, political or religious beliefs, gender, or age
- to respect the personal dignity, privacy, and rights of each individual
- to refuse to tolerate any unacceptable treatment of workers, such as mental or physical cruelty, sexual harassment, or discrimination
- to prohibit certain behaviors, including gestures, language, and physical contact, which are sexually, violently, threateningly, insultingly, or exploitative
- to ensure fair remuneration and guarantee compliance with the applicable national legal minimum wage
- to recognize the right of employees to work freely and voluntarily
- to recognize to the extent possible the right to free association of workers and neither to favor nor discriminate against members of worker organizations or unions.

Prohibition of child labor

- to exclude any form of child labor. If local laws do not set a higher age limit, no person of compulsory school age or younger than 15 years (exceptions according to ILO Convention No. 138) shall be employed. Workers under 18 years of age shall not perform hazardous work and shall only work at night to a limited extent, taking into account the requirements of their education.

Health and Safety of Employees

- Take responsibility for the health and safety of its employees
- Control hazards and take the best possible precautions against accidents and occupational diseases
- Establish or use an appropriate occupational health and safety management system

Environmental Protection

- Comply with applicable laws and minimum requirements for climate and environmental protection

The following points are particularly important to us:

- Careful use of resources (including water and energy)
- Avoidance of waste and emissions
- Use of environmentally friendly materials and responsible handling of chemicals
- Contribution to the preservation of water and air quality

Continuous improvement of the environmental balance must always be pursued.

Corruption

- Show ethical integrity in dealings with employees, suppliers, and customers, including combating corruption and bribery.

Financial Responsibility

- Ensure financial responsibility and compliance with legal requirements for proper accounting and disclosure.

Competition and Antitrust Law

- Prevent agreements that influence prices or conditions or any other measures that unlawfully restrict free competition. Suppliers respect fair competition with competitors and comply with all applicable domestic, EU, or foreign antitrust laws accordingly.

Conflicts of Interest

- Suppliers and partners of WENZEL are not influenced by financial or personal interests or relationships. Decisions are made solely based on objective criteria.

Intellectual Property and Plagiarism

- Preserve trade secrets as well as third-party intellectual property. It must be ensured that plagiarism is not tolerated. The obligation of confidentiality continues indefinitely even after the termination of the business relationship. Retained data shall only be processed in compliance with applicable data protection laws.

Export Controls and Economic Sanctions

- Suppliers strictly adhere to the applicable laws for the import and export of goods and services and observe the sanctions lists.

Maintaining Identity and Protection from Retaliation

- Ensure the preservation of identity and protection from retaliation.

Working Hours

- Employees of the supplier shall not be required to work regularly more than 48 hours per week (excluding overtime) or a total of 60 hours per week (including overtime), except in cases of special business requirements or where national regulations provide for a higher weekly working time. Employees must have at least one day off per seven-day working period, except in cases of special business requirements.

Health and Safety

- Ensure a safe and health-promoting work environment to prevent accidents and injuries, and if necessary, provide safe and health-promoting living accommodations. Minimal standards shall comply with applicable local laws. An occupational health and safety management system is to be established or applied.

Data Protection

- In terms of data protection, including all customer-related and customer-provided data, the supplier is obligated to comply with the applicable data protection laws and implement them without reservation. Its employees who deal with sensitive data are trained accordingly and obligated to use the information provided by the customer exclusively for the purpose of developing products and production processes for them.

Supply Chain

- To make adequate efforts to encourage its suppliers to comply with this CoC.

Handling of Chemicals and Hazardous Substances

- In handling chemicals and hazardous substances, the supplier is expected to act responsibly and carefully in accordance with all legal and internal requirements to ensure the protection of all parties involved as well as the company and the environment. All specified safety regulations must be strictly adhered to. To prevent environmental damage, hazardous substances are only stored in designated containers or storage areas.
- The proper disposal of chemicals and hazardous substances is the responsibility of certified waste disposal companies to ensure that all health, environmental, and safety aspects are considered.

Fire Protection

- The supplier complies with applicable fire protection regulations and ensures the protection of its business through appropriate fire protection facilities, such as a fire alarm system and fire extinguishers. These facilities are regularly monitored and inspected to ensure their functionality.

Emergency - Evacuation

- The supplier's employees are trained through regular evacuation drills to respond appropriately in emergencies such as a fire or other emergencies. The evacuation drills are conducted in accordance with internal guidelines.

Agreement

It is the responsibility of the supplier to verify compliance with this CoC. Therefore, the supplier permits WENZEL or an appointed third party to conduct announced audits to review compliance or improvement plans. WENZEL will respond to rumors or similar allegations of CoC violations. During the audit, the supplier grants WENZEL access to reasonable requested documents and information. Additionally, as part of an announced visit, an audit for compliance with the CoC may be conducted by WENZEL.

Unannounced audits may occur in response to serious allegations or evidence of CoC violations and in cases where strict non-compliance and unwillingness to undergo an announced audit were demonstrated. The supplier acknowledges that this obligation always pertains to the latest version of the CoC.

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Hereby, the undersigned company confirms having read and understood the content of the present "Code of Conduct for Suppliers." Furthermore, the undersigned company acknowledges accepting the present "Code of Conduct for Suppliers" and commits to fully comply with the specified requirements.

Company	
Contact person	Job title
(signature)	(place of signing, date)