



Code of Conduct for suppliers

This Code of Conduct defines the principles and requirements of Wenker GmbH & Co.KG to its suppliers of goods and services with regard to their responsibility for people and the environment.

Wenker GmbH & Co. KG. reserves the right to modify the requirements of this Code of Conduct should any appropriate changes to the Wenker GmbH & Co. KG Compliance Programme arise. In this case Wenker GmbH & Co.KG. expects its suppliers to accept such reasonable changes. The supplier hereby declares:

Compliance with the law

- to comply with the laws of the applicable jurisdiction[s].

Prohibition of corruption and bribery

- not to tolerate or engage in any form of corruption or bribery, including any unlawful offer of payment or similar benefits to government officials to influence decision making.

Confidentiality and data protection

- As a large part of the business information of Wenker GmbH & Co. KG is confidential or legally protected, a duty of confidentiality persists. This does not apply if publication of the information has been approved by Wenker GmbH & Co. KG or is mandatory by law or regulation.
- The duty of confidentiality applies in particular to intellectual property. This includes trade secrets, patents, trademarks and copyrights, but also business and marketing plans, drafts, business papers, salary data and all other non-published financial data and reports.
- All information about employees, customers, business partners and suppliers as well as other third parties must be treated confidentially in full compliance with data protection laws.

Respect for the fundamental rights of employees

- to enhance equal opportunities and equal treatment of its employees regardless of their skin colour, race, nationality, social background, any disability, sexual orientation, political or religious conviction, gender or age;
- to respect the personal dignity, privacy and personal rights of each individual;
- not to employ or force anyone to work against their will;
- not to tolerate unacceptable treatment of workers, such as psychological harshness, sexual and personal harassment or discrimination;
- not to tolerate behaviour [including gestures, language and physical contact] that is sexual, coercive, threatening, abusive or exploitative;
- To recognise, where legally permissible, the freedom of association of workers and not to favour or discriminate against members of workers' organisations or trade unions.



Prohibition of child labour

- not to employ workers who are not at least 15 years old. In countries which are covered by the exception for developing countries in the ILO Convention 138, the minimum age may be reduced to 14 years.

Health and safety of employees

- to take responsibility for health and safety towards its employees;
- to contain risks and ensure the best possible precautions against accidents and occupational diseases;
- to provide training and ensure that all employees are competent in the field of occupational safety;
- to establish and apply an appropriate occupational safety management system.

Wages, social benefits and working hours

- to comply with the applicable legal regulations on working hours;
- to ensure regular, punctual pay remuneration to employees and in full accordance with the applicable laws;
- that the remuneration is in accordance with the applicable national laws on remuneration;
- that the remuneration and other benefits will provide an adequate standard of living for the employees and their families.

Freedom of Association

- to protect the right to freedom of association and collective negotiations.

Financial responsibility

- to establish appropriate business continuity plans for the operational activities that support our customers' business.

Disclosure of Information

- to immediately address critical issues that could negatively affect the quality of goods and services;
- to grant us the right to assess their sustainability performance with reasonable notice.

Plagiarism

- to take all necessary and appropriate measures within his field of responsibility to ensure that neither customer products, nor their machinable components or raw materials, nor the relevant know-how will fall into the hands of counterfeiters, smugglers, thieves or other unauthorised third parties or leave the legitimate supply chain.

Intellectual property

- to use confidential information in an appropriate manner and protect it accordingly. Suppliers must ensure that data worthy of protection and valid intellectual property rights of their own employees and business partners are secured.



Export controls and economic sanctions

- to comply with the export control regulations and economic sanctions in force for their business and provide correct and truthful information to customs and other authorities as required.

Protection against retaliation

- to promote and establish channels of communication for their staff so that they can lodge complaints or report possible unlawful behaviour without fear of repression, intimidation or harassment. All communications will be treated confidentially;
- to continuously motivate employees to report misconduct in relation to the Code of Conduct.

Waste prevention

- to ensure safety and compliance with regulations in the handling, storage, transport, disposal, recycling and reuse of waste, exhaust gases and waste water;
- to manage, measure and control activities that may have adverse effects on human health or the environment in an appropriate manner;
- to prevent the release of hazardous substances.

Energy consumption and greenhouse gas emissions

- that natural resources [e.g. water, energy sources, raw materials] are used economically and are preserved. In order to preserve renewable natural resources, suppliers should encourage the application of generally accepted sustainability standards and certifications. Negative impacts on the environment and climate caused by suppliers themselves or within their supply chain must be minimised and better avoided at the point of origin;
- that their practices are in line with the principles of closed loop recycling management, such as material reduction and substitution, as well as return, shared use, maintenance, reuse, remarketing, reprocessing, refurbishment and recycling;
- that they are committed to the development and use of environmentally and climate-friendly products, processes and technologies. Suppliers commit themselves to minimise the emission of greenhouse gases.

Water quality and consumption, air quality

- to press ahead with the commitment to reduce energy consumption and greenhouse gases and to reduce adverse effects on water and air quality to the absolute minimum and to promote good water and air quality.

Responsible chemicals management

- that no products are supplied which contain metals whose source minerals or derivatives come from a conflict region where they contribute directly or indirectly to the financing or support of armed groups or cause or encourage human rights violations.



Environmental protection

- to observe environmental protection with regard to legal norms and international standards;
- to minimise environmental pollution and continuously improve environmental protection;
- to establish and apply an appropriate environmental management system.

Supply chain

- to adequately promote compliance with the contents of the Code of Conduct among its suppliers;
- to comply with the principles of non-discrimination in the selection of suppliers and in its dealings with suppliers.

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Stamp Signature Supplier