



wenglor sensoric group  
**Supplier Code of Conduct**



# wenglor Supplier Code of Conduct

wenglor sensoric group (wenglor for short) is committed to environmentally and socially responsible corporate governance. Acting responsibly is firmly integrated into our processes, especially in the context of procurement. That is why we also expect this from all our suppliers and business partners. We also expect our employees to observe the principles of ecological, social and ethical conduct and to integrate them into the corporate culture. We have also documented this in our wenglor Code of Conduct for our employees.

We strive to continuously optimize our business activities and products in terms of sustainability and ask our suppliers to contribute to this as part of a holistic approach.

The Code of Conduct is based on national laws and regulations as well as international conventions such as the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the International Labor Standards of the International Labor Organization and the United Nations Global Compact.

The business partners of the wenglor sensoric group play a key role in shaping the company's success with the products and services they offer. wenglor relies on consistent and close cooperation based on partnership. We are aware of our economic, environmental and social responsibility and the impact of our actions and expect this from our business partners as well.

For reasons of easier readability, gender-neutral differentiation is dispensed with in the context of these rules (for example his/her/it). Corresponding expressions apply in the spirit of equal treatment of all genders.

## **Scope of the wenglor Supplier Code of Conduct**

The wenglor Supplier Code of Conduct applies to all business partners who sell goods or services to wenglor and summarizes the requirements that must be complied with in their daily business activities as a supplier to the Group.

wenglor expects its business partners to comply with laws and international regulations. The principles and requirements described below are to be ensured in all business activities through suitable measures. In addition, the expectations defined below for business partners are to be passed on to their business partners and implemented in their supply chains.

## **General Expectations of Suppliers: Compliance with Laws and International Regulations**

- Compliance with all applicable laws, regulations and standards in accordance with the countries in which the business partners operate;
- Compliance with the United Nations International Charter of Human Rights, the principles of the United Nations Global Compact and the core labor standards of the International Labor Organization (ILO);
- Compliance with the Organization for Economic Cooperation and Development (OECD) Guidelines for Due Diligence to promote responsible supply chains for minerals from conflict and high-risk areas.

## Human Rights Expectations Including Labor Rights

- **Exclusion of forced labor:** Refusal of any deliberate use of forced and compulsory labor, as well as any form of modern slavery and human trafficking. Protecting the rights of indigenous populations, local communities and minorities, respected and promoted throughout the supply chain. Any work of the employees must be voluntary and the employees must be able to terminate the work or employment relationship at any time at their own discretion and in compliance with the statutory notice;
- **Prohibition of child labor:** No tolerance of child labor within the meaning of ILO Convention 138 and the nationally applicable laws, compliance with the recommendation from the ILO conventions on the minimum age for the employment of children. If children are encountered at work, the supplier must document the measures to be taken to remedy the situation. The rights of young workers must be protected so that workers under the age of 18 are not used for work that is harmful to health, safety, morality and development. Special safety regulations must be observed;
- **Fair pay and working hours:** The remuneration of employees must comply with national legislation and be sufficient to meet basic needs. Employees must be granted all statutory social benefits. Wage deductions as penalties are not permitted. Working hours must comply with applicable national laws or ILO standards;
- **Anti-discrimination and harassment:** Any form of discrimination against employees is prohibited. No one may be discriminated against, favored or harassed due to his ethnic background, race, skin color, nationality, gender, religion or ideology, handicap, age, sexual orientation or any other legally protected characteristic. This applies to the hiring of new employees, to employees with existing employment contracts and to the vocational and/or professional development of the employees. Performance, personality, capabilities and suitability are exclusively decisive in this regard. Sexual harassment and all other forms of harassment are forbidden at the workplace – regardless of whether the offender considers their conduct acceptable or not, and regardless of whether or not the affected person is able to withdraw himself from such harassment. The personal dignity, privacy and personal rights of each individual are respected;
- **Freedom of association:** Employees' right to set up and join organizations of their choice, take part in collective bargaining and strike must be respected. In cases where the freedom of association and the right to collective bargaining are restricted by law, alternative options for independent and free association of employees for the purpose of collective bargaining must be provided. Employees shall not be discriminated against on the grounds of the establishment, joining or membership of such an organization;
- **Occupational health and safety:** The employer is responsible for a safe and healthy working environment in accordance with applicable laws and standards. Necessary precautionary measures against accidents and damage to health that may arise in connection with the activity are taken through the establishment and application of appropriate occupational safety systems. Excessive physical or mental fatigue must be prevented by appropriate measures. Employees are regularly informed and trained on applicable health and safety standards and measures;
- **Preservation of natural resources:** No withdrawal of land, forests or waters whose use safeguards the livelihoods of individuals in violation of legitimate rights. Refrain from harmful soil alterations, water and air pollution, noise emissions and excessive water consumption where this harms the health of persons, significantly impairs the natural basis for food production or prevents persons from having access to proper drinking water or sanitation;
- **Handling conflict minerals:** For the conflict minerals tin, tungsten, tantalum and gold, as well as for other raw materials such as cobalt, processes must be established in accordance with the Organization for Economic Cooperation and Development (OECD) Guidelines for Due Diligence for the Promotion of Responsible Supply Chains for Minerals from Conflict and High-Risk Areas. Melting and refining without adequate, audited due diligence processes should be avoided.

### **Environmental Expectations Including Climate Protection**

- **Treatment and discharge of industrial wastewater:** Wastewater from operations, manufacturing processes and sanitary facilities must be categorized, monitored, verified and, if necessary, treated before discharge or disposal. Measures should also be introduced to reduce wastewater production;
- **Handling air emissions:** General emissions from operations (air and noise emissions) as well as greenhouse gas emissions shall be categorized, routinely monitored, verified and addressed as necessary prior to release. Emission control systems must be monitored and emissions minimized;
- **Handling waste and hazardous substances:** Solid waste is identified, handled, reduced and responsibly disposed of or recycled through a systematic approach. The prohibitions on the export of hazardous waste in the Basel Convention of March 22, 1989, as amended, must be observed. Chemicals or other materials which present a hazard when released into the environment shall be identified and handled in such a way as to ensure safety during handling, transport, storage, use, recycling or reuse and disposal. Mercury shall be used in accordance with the prohibitions of the Minimata Convention of October 10, 2013 and persistent organic pollutants in accordance with the Stockholm Convention of May 23, 2001, as amended;
- **Reducing the consumption of raw materials and natural resources:** The use and consumption of resources during production and the generation of waste of any kind, including water and energy, shall be reduced or avoided. This is done either directly at source or by means of processes and measures, e.g. by changing the production and maintenance processes or procedures in the company, by using alternative materials, savings, recycling or by reusing materials;
- **Dealing with energy consumption, efficiency and renewable energies:** Energy consumption must be monitored and documented. Economical solutions must be found to improve energy efficiency, minimize energy consumption and focus on renewable energies.

### **Expectations of Integrity in the Business Environment**

- **Fair competition:** The standards of fair business practices, fair advertising and fair competition must be observed. In addition, applicable antitrust laws must be applied, which prohibit agreements and other activities that influence prices or conditions in particular when dealing with competitors;
- **Data protection and confidentiality:** The protection of private information must be ensured in accordance with reasonable expectations of the client, suppliers, customers, consumers and employees. Applicable data protection and information security legislation and regulatory requirements must be observed when collecting, storing, processing, transmitting and disclosing personal information;
- **Intellectual property and counterfeits:** All intellectual property rights must be respected by business partners. The transfer of technology and know-how must take place in such a way that intellectual property rights and customer information are protected. The use of plagiarism or counterfeit materials is not permitted. The use, further processing or placing on the market of counterfeit products is not tolerated. Any plagiarism detected shall be reported to the competent law enforcement authorities;
- **Corruption, bribery and advantage:** The highest standards of integrity must be applied to all business activities. A zero-tolerance policy applies to the prohibition of all forms of bribery, corruption, extortion and embezzlement. Decisions must be made solely on the basis of objective criteria and not be influenced by conflicts of interest due to financial or personal interests. Standards monitoring and enforcement procedures shall be in place to ensure compliance with anti-corruption laws;
- **Export controls and economic sanctions:** Compliance with all laws on the import and export of goods, services and information is strictly observed. All sanction lists and embargoes are strictly observed;
- **Money laundering and financing of terrorists:** Compliance with legal obligations to prevent money laundering and terrorist financing;

### **Verification of the Fulfillment of the Stated Expectations**

In line with our obligation to act responsibly, our business partners are analyzed for potential sustainability risks as part of our risk management and supplier assessment. In the event of reasonable suspicion that our expectations have not been met, we require our business partner to provide information on the incidents and measures taken.

In order to ensure that the aforementioned expectations of our business partners and their business partners are consistently met, wenglor expects suitable management systems, processes and standards similar to the wenglor Supplier Code of Conduct to be put in place. If the business partner demonstrably fails to meet the expectations contained in the Supplier Code of Conduct, does not strive for and implement improvement measures or does not take corrective measures, wenglor reserves the right to terminate the business relationship.

### **Reporting Possible Misconduct**

Possible violations of the wenglor Supplier Code of Conduct can be reported via the wenglor Compliance whistleblower system.

A report can be submitted by telephone or email using the following contact details. The contact details published here are regarded as an "internal reporting channel" and are processed by an independent body. This ensures that the report remains confidential.

Email: [whistleblowing.wenglor@ddsk.de](mailto:whistleblowing.wenglor@ddsk.de) | Phone: +49 (0) 7542 949 21 00 90

In accordance with legal requirements, wenglor expects its business partners to establish an appropriate whistleblower system themselves.



**wenglor**  
the innovative family



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