



Supplier Code

Principles of Cooperation with Suppliers

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Foreword by the Management Board

Dear colleagues,

The Wieland Group looks back on a very successful history of more than two hundred years.

In an increasingly complex economic and business world, the success of our company and the trust placed in us by our business partners, owners, employees, and the public depends on the behavior of each individual.

Adherence to applicable laws and regulations is one of the key components of how we conduct our business activities. Impeccable compliance with applicable law and adherence to our internal rules contributes significantly to the success of our business. It also strengthens relationships with suppliers along the value chain.

Respect for human rights, respect for the environment, and the sustainable use of resources are very important to us. The demands we place on ourselves are equal to the expectations we place on our suppliers, service providers, and all other business partners (hereinafter referred to as "suppliers"). We, therefore, expect you as a supplier to read this Supplier Code carefully and expect you to observe and implement it in your work with us and your business partners.

Any violation of this Supplier Code or applicable law may have tremendous negative consequences for the Wieland Group and our joint business relationship. Therefore, in the case of respective violations, we reserve the right to take appropriate measures which may extend to the termination of our business relationship.

Kind regards

Dr. Erwin Mayr
CEO

Gregor Tschernjavski
CFO

Supplier Expectations

All expectations formulated in this Supplier Code form a framework of requirements which is addressed to our direct business partners. We are convinced that we therewith make an important contribution to the prevention of legal infringements and that we contribute to avoid noncompliances on a long term basis. In particular, we expect our suppliers to pass on our requirements in their respective supply chains and to actively live up to them.

Our business partners receive this Supplier Code of Conduct at the beginning of the business relationship, or after its contents have been revised. Also, this Supplier Code can be viewed on our homepage at (www.wieland.com).

Social and Environmental Responsibility

Our business partners, their experience and their quality are an essential part of our company's success. With their help and commitment, we can fulfill our corporate duty of care and, in addition to fair competition, make our contribution to humane working conditions and sustainability in the value chain.

Human rights, forced labour and child labour

Within our sphere of influence, we respect the internationally established human rights of all individuals. We respect the basic principles laid down in the "Universal Declaration of Human Rights" and corresponding UN documents.

Furthermore, we reject any form of forced labour and child labour and oppose any form of compulsory labour. We respect the freedom of association as conveyed by applicable statutes. We also expect this understanding and strict compliance from our suppliers.

Health and safety at work

The health and safety at work of all employees within the value chain are the number one priority. We expect our suppliers to take all necessary measures to ensure that the working environment is safe and - as far as possible - without health risk factors. This should be a natural part of all operational processes and decisions. Continuous further development of occupational health and safety in the operations of our suppliers should be focused on preventing accidents. Appropriate training and safety instructions should be carried out regularly and sufficient protective equipment should be provided.

Equal treatment and respectful interaction

When dealing with employees and business partners, we respect the personal dignity, privacy, and personal rights of each individual. We do not tolerate unlawful unequal treatment, insults, and harassment. Equal opportunities and tolerance are essential elements of successful cooperation for us.

We expect the same from all our suppliers, also when dealing with their business partners.

Fair working conditions

We expect each of our suppliers to provide adequate remuneration for their employees and fair working conditions that at least comply with local legal requirements, e.g. regarding working hours. If no minimum wage requirements exist, a living wage in accordance with local living conditions must be guaranteed.

Sustainability

In addition to social responsibility, environmental and climate protection is a central aspect of business decisions to ensure sustainable business for our and future generations. We, therefore, expect our suppliers to use energy and other valuable resources efficiently, as well as to recycle metals along the entire value chain. The use of modern, environmentally friendly, and energy-efficient technologies should also play a central role for our suppliers to continuously improve processes.

Corporate Responsibility

We are committed to free and fair competition. Illegal restrictions of this competition do not correspond to our values, are prohibited, and will be sanctioned. We expect our suppliers to adhere to this principle as well.

Cartels, agreements and competition

We strictly dissociate ourselves from formal or informal agreements that aim to or cause an unlawful obstruction of competition. This also applies to tacit, deliberately coordinated illegal agreements and practices. All suppliers are likewise obliged to comply with the relevant laws on competition.

Corruption and bribery, conflict of interests

We strictly reject all forms of corruption, whether active or passive, and take appropriate measures in our area of responsibility to ensure that the applicable anti-corruption laws are strictly adhered to. We do not accept bribes and do not bribe ourselves. Personal interests must not unduly influence our professional judgment. We disclose actual and potential conflicts of interest in accordance with our internal guidelines and conduct a neutral evaluation. We expect the same from our suppliers.

Data protection and information security

Compliance with national and international regulations for the protection of personal data is a matter of course for the Wieland Group. We take suitable precautions to protect the privacy of our employees, suppliers, and other persons concerned in a professional manner and in accordance with legal requirements. Similarly, the unauthorized disclosure or forwarding of confidential information is prohibited in accordance with applicable law. By confidential information, we mean all non-public, strategic, financial, technical, and business information, including business and trade secrets. We comply with these requirements and expect the same from our suppliers.

Patents and other industrial property rights

Inventions and technologies make an important contribution to the success of a company. The protection of these values through industrial property rights is essential for the competitiveness of any company. We respect effective third-party industrial property rights and expect the same from our suppliers.

International trade and combating money laundering

As an international group of companies, cross-border trade is a matter of course for us. In doing so, we observe the applicable legal requirements, e.g. for import, export, intra-community transfers, applicable sanctions, and sanction lists. We also take appropriate measures to prevent money laundering. We expect the same from our suppliers.

Care in the supply chain

We commit ourselves to care in the supply chain. Together with our associations, we inform ourselves about risks in the procurement of raw materials and input materials. We expect our suppliers to take the necessary steps to identify and consider the risks in their supply chain and to inform us appropriately.

Keeping accurate records and disclosure

We maintain accurate, complete, timely, adequate and understandable records in accordance with applicable legal and regulatory requirements. To the extent that legal provisions require the disclosure of records, we comply with this obligation. We expect the same from our suppliers.

Continuous improvement

We secure and strengthen our position in the world market through a continuous improvement process in which all employees are involved. We take a holistic view of all procedures and processes. To adapt to the increasing global requirements, a high willingness to perform and a continuous improvement of work and plant productivity is fundamental. As part of a culture of trust, our suppliers are required to accompany our change processes with a high level of motivation and, in addition, to initiate and implement their own improvement processes.

Compliance organization

We maintain a compliance organization in accordance with applicable legal requirements and expect the same from our suppliers.

You have the right and opportunity to report actual and suspected violations of this Supplier Code. Such reports can be made and related questions can be raised through your contact person in the relevant department or via the e-mail address compliance@wieland.com. All questions and reports as well as the identity of the person reporting and all persons concerned will be treated confidentially.

We expressly welcome such information!

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