

All enterprises within the Wöhrle group (Wöhrle GmbH & Co KG / Wöhrle k.s.) pledge to maintain corporate social responsibility in line with their business activity.

This corporate responsibility includes but not exclusively the terms of working condition, social and environmental responsibility as well as transparency and cooperation based on mutual trust. The executive managers claim responsibility of implementing these policies wherever possible.

We expect our business partners, first and foremost our suppliers, to respect and execute these principles of the code of conduct in the same manner.

## HUMAN RIGHTS

We and our business associates commit to act in accordance with the international human rights.

## CHILD LABOUR AND EMPLOYMENT OF THE UNDERAGED

We by no means do not endorse child labour at our enterprises nor at those of our business associates. The age of employment must meet all legal requirements.

## FORCED LABOUR AND HUMAN TRAFICKING

We decline any involvement in forced labour and human trafficking in our enterprise as well as in our business associates.

## DISCRIMINATION AND MUTUAL RESPECT

We provide jobs devoid of discrimination and we expect our employees and business associates to apply the same non-discriminatory principles, and to take action against any form of discrimination of which one gains knowledge, including the discrimination against gender, race, colour of skin, age, nationality, sexual orientation and physical disabilities. We treat each other respectfully and open-mindedly.

## REMUNERATION, LABOUR LAWS AND DATA SECURITY

Legal requirements as to remuneration, minimum wage, overtime and other legal aspects including but not exclusively all labour regulations and data security of person related data are binding both to us and our business associates.

## WORKING TIME ARRANGEMENT

The arrangement on working time and overhours must meet all legal requirements for both Wöhrle group and our business associates.

## HEALTH MANAGEMENT, EMPLOYEE SATISFACTION AND SAFETY

We provide a safe and healthy work environment by fulfilling and exceeding respective national standards for safety and health-related issues at work. We upkeep an open communication to our management board and to one another without regards to hierarchies within the company. The interests of the employees are being met to the best of our possibilities

4	Whistleblowing	MEM/22.09.2021	MEM/23.09.21	FAH/23.09.2021	MEM/23.09.2021
3	Firmennamen ergänzt	MEM/03.03.2021		FAH/03.03.2021	MEM/03.03.2021
1	Hinzu Plagiate und geistig. Eigentum	MEM/25.06.2019	MEM/28.06.19 BER/28:06.19	FAH/26.06.19	MEM/02.07.19
0		MEM/24.05.2019		FAH/26.05.19	MEM/28.05.19
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by means of a representative board, which forms part of the freedom of association to which every employee is entitled without fear of punishment. By means of suitable actions and measures job related illnesses are being avoided. We expect from our business associates to meet and exceed all legal requirements to protect their employees

### ENVIRONMENTAL COMPATIBILITY

We and our business associates maintain an effective environmental management system at all production sites worldwide which is constantly being improved and upgraded. A minimum requirement is the application of all applicable laws which are enacted in the respective countries. An energy management system is optional and should be implemented as a medium-term goal. The same principles hold true of material procurements and purchasing as we place great emphasis on sourcing in keeping with the respective and valid regulations such as REACH, RoHs and the list of banned substances as defined by GADSL.

### CONFLICT OF INTEREST, PRESENTS AND INTEGRITY

We expect from our business associates to maintain an obligation to respect the rules and regulations of fair trade and free competition, especially but not exclusively that of antitrust laws. No bribes or other form of payment must be directed towards government or any other public officials, nor to employees of Wöhrle group or any other group of persons in direct line of business. Money laundry in any shape or form is frowned upon and discouraged.

### REGULATIONS ON IM- AND EXPORT

Our business associates comply with laws and regulations concerning the importation and exportation of goods and services. Herein included are the so-called Conflict Minerals (gold, tantalum, tungsten, tin). We oblige our suppliers to abide by the legal obligation in regards to the raw materials used.

### PLAGIARISM; COUNTERFEITS AND INTERLECTUAL PROPERTY

The Wöhrle group processes exclusively material and components taken from known and verified sources whom we expect to upkeep a process of detecting counterfeits and to avoid introducing counterfeits into our supply chain. Our business associates are obliged to take immediate action and to inform the Wöhrle group should counterfeited parts or materials be used or be put into circulation. The protection of intellectual property is of the highest priority to both the Wöhrle group and our business associates, the infringement of which will be met with the necessary legal actions on Wöhrle's part.

### PROTECTION FOR INFORMANTS (WHISTLEBLOWING)

The Wöhrle Group stands up for their social responsibility and their respective impact on the society as a whole including the environment. This comprises comprehensive protection for persons stemming from inside and outside the organization from repressions and negative implications who turn to the organization with hints and evidence for possible or actual failures on part of the organization via the intended means of communication (please refer to our website "Complaint Mechanism").

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