

Introduction

The present, globally valid standards formulate the requirements for all manufacturing suppliers as well as for all service providers (both hereinafter "business partners") of **EWS** Weigele GmbH & Co. KG (hereinafter "**EWS**") on the topics

Human Rights & Labor Standards, Business Ethics & Compliance and Environment & Safety.

The contents are included in the terms of contract with our business partners. These are requested to transfer these requirements on to their employees and to their own business partners and to ensure compliance.

In addition, **EWS** expects business partners to comply with all applicable rules and laws. Frames of reference are the declaration of human rights, as well as the United Nations Global Compact, the Organization for Multinational Enterprises' Guiding Principles economic development and cooperation (OECD) and the conventions of the International Labor Organization (ILO);

EWS reserves the right to check compliance and to take action in the event of violations.

The same regulations on labor standards, business ethics, environmental protection and safety apply to **EWS** in its own operational practice. These are implemented in the associated guidelines.

Im Oktober 2021,

A handwritten signature in black ink, appearing to read "Matthias Weigele", with a stylized flourish at the end.

Matthias Weigele

EWS Weigele GmbH & Co. KG
Management, C.E.O

01 Human rights and labor standards

Respect for human rights

Business partners are requested to respect internationally recognized human rights and to promote compliance with them. At all business activities in their own sphere of influence, our business partners should work towards the fact that they themselves, and also their business partners and suppliers do not commit or are involved in human rights violations.

Free choice of employment

Forced or compulsory labor is not permitted. Employees must have the freedom to terminate the employment relationship in compliance with a reasonable notice to terminate.

Outlawing child labour

Child labor may not be used in any phase of production or other activities. Our business partners are requested to comply at least with the ILO conventions on the minimum age for admission to employment and with the prohibition of child labor. Children must not be inhibited in their development and their safety and health must not be compromised.

Equal opportunities/ban on discrimination

Our business partners are obliged to maintain equal employment opportunities and to refrain any form of discrimination. Disadvantage of employees, for example due to descent, origin, nationality, skin color, religion, ideology, political and trade union activity, gender, sexual orientation, age, disability, illness or pregnancy must not occur.

Freedom of association and the right to collective bargaining

Businesses should uphold freedom of association and the effective recognition of the right to collective bargaining. It must be ensured that employees can openly discuss working conditions with the management without having to fear disadvantages.

Fair wages, working hours and social benefits

Remuneration and social benefits must comply with the basic principles regarding minimum wages, applicable overtime regulations and comply with statutory social benefits. The working hours and non-working times must at least comply with the applicable laws, the industry standards or relevant ILO conventions, whichever is stricter.

Health and safety at work

As employers, our business partners guarantee safety and health protection at work at least within the framework of applicable national regulations and support constant further development to improve the working environment.

02 Business Ethics and Compliance

Compliance with Laws

The highest level of integrity is expected in all business activities and relationships. Our business partners are requested to refrain from any form of fraud or breach of trust, bankruptcy offences, corruption, the granting of advantages or bribery. Our business partners are obliged to comply with all laws and regulations applicable to them and the business relationship with [EWS](#).

Fair competition

Laws that protect and promote competition, especially antitrust laws, must be obeyed. Our business partners must respect fair competition and abide by the prohibition on collusion with competitors and other measures that impede the free market.

Avoiding conflicts of interest

Our business partners are asked to make decisions solely on a factual basis and not to be influenced by personal and own financial interests when dealing with their business partners and suppliers.

Protection of trade secrets

Our business partners are obliged to treat all non-obvious commercial and technical details provided to them by the business relationships as trade secrets.

03 Environmental protection and safety

Environmental responsibility

Our business partners must adopt a precautionary approach to environmental issues and take initiatives to promote more responsibility for the environment and support the development and dissemination of environmentally friendly technologies.

Environmentally friendly production

Optimum environmental protection must be guaranteed in all phases of production. This includes a proactive approach to avoiding or minimizing the consequences of accidents that can have a negative impact on the environment. Special meaning comes towards the application and further development of energy and water-saving technologies - characterized by the use of strategies for emission reduction, reuse and recycling.

Eco-friendly products

All products manufactured along the supply chain must meet the environmental standards of their market segment. This includes the complete product life cycle and all materials used. Chemicals and other substances, if released into the environment and may pose a hazard, must be identified. A hazardous materials management system must be set up for them so that they can be safely handled, transported, stored, reprocessed or reused and disposed of by appropriate measures.

Product safety and quality

Upon delivery, all products and services must meet the contractually defined criteria for quality and active and passive safety and be used safely for their intended purpose.

Our business partners will pass on the contents of this document to their business partners and suppliers, and they will oblige them accordingly and check compliance with sustainability regulations in the supply chain.