

## Code of Conduct

This Code of Conduct is binding for all employees of WEICON GmbH & Co. KG. We expect our suppliers, service providers and subcontractors to equally commit to lawful, ethical and sustainable business practices, and to adhere to the following principles:

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### Integrity

We commit ourselves to take vigorous action against any criminal or unethical influence of other companies or officials on decisions made by our employees, and to fight any kind of corruption, fraud, blackmail and embezzlement within our company.

### Antitrust Laws

We commit ourselves to prohibit and prevent all kinds of anti-competitive practices or agreements, and to take action against illegal cartels.

### Customs Regulations / Export Control Law

We commit ourselves to adhere to applicable export control laws and customs regulations when providing services or supplying goods.

### Bookkeeping

We commit ourselves to correct and complete bookkeeping.

### Social Responsibility

We commit ourselves to provide working conditions, which ensure health and safety in all workspaces.

### Data Protection

We ensure the highest possible level of safety in regard to handling the data and information of our employees and customers.

### Human Rights

We commit ourselves to protect the human rights of our employees and - in accordance with applicable employment and workplace laws - to treat them with dignity and respect. We especially fight human trafficking, slavery, child labour and workplace discrimination.

### Employment Standards

We ensure that the recruitment, employment and payment of wages of our employees are based on fair and lawful criteria and in line with applicable law and international employment standards.

### Law

We abide by all local and international laws, directives and regulations applicable to our field of business and to all our products.

### Sustainability

We commit ourselves to apply sustainable business practices and to adhere to all relevant legal standards for environmental protection, especially in regard to obtaining all required authorisations, to recycling, waste avoidance and the avoidance of emission of hazardous substances.

### UN Global Compact

We observe the principles of the UN Global Compact and we expect our suppliers and subcontractors to work towards a complete implementation of these principles and of the principles stated in this Code of Conduct within their own company and the companies subcontracted by them. We gladly provide assistance with the implementation of the principles and standards stated in this Code.

### Expectations

We also expect our suppliers, service providers and subcontractors to report any transactions against and infringements of this Code, to reveal any information and findings regarding suspected infringements of this Code and misconduct of their employees, and to cooperate in providing full disclosure. We collect any infringements or suspected cases by email at [qm@weicon.de](mailto:qm@weicon.de) or by phone at +49 251/9322-224 (anonymous reporting possible).