



# CODE OF CONDUCT

**WERIT**





# FOREWORD

Success and reputation are not solely dependent on the quality of our products and the service we provide to our customers.

They also rest on how we conduct our business and our commitment to social responsibility, which are the foundations of our corporate policy. Compliance is therefore a key factor in securing the long-term success of our company.

At WERIT, we are committed to conducting our business in a fair and transparent manner, also from an ethical perspective. We base our activities on the applicable laws and regulations in all countries in which we operate.

This Code of Conduct is binding for all employees of WERIT. It defines our shared principles for lawful behavior. Commitment to these principles unites all our employees across national borders and cultures.

All WERIT employees are required to adhere to this Code in their daily work, to actively implement it, and to bring it to life. In addition, we will gradually involve all relevant stakeholders.

The behavioral rules set out in this Code of Conduct define appropriate procedures and boundaries that are intended to help employees act properly and responsibly.

## DIE GESCHÄFTSFÜHRUNG

Dr. H. Schneider

E. Schneider

J. Schneider

K. Dorn

### NOTE:

For the sake of readability, the generic masculine form is used throughout this document. This is solely intended to simplify the language and refers equally to all genders. Whenever masculine terms are used, they are meant to include all genders.



# ETHICS

## COMPLIANCE WITH LAWS AND REGULATIONS

All employees are required to respect and comply with applicable laws and governmental regulations. The same applies to internal directives and policies issued by WERIT.

When operating abroad, employees must not only comply with local laws and regulations but also respect the essential legal provisions and societal norms of the respective country.

## RESPECT AND FAIRNESS

We treat all our employees, customers, suppliers, and business partners with respect and fairness.

Our business is conducted exclusively on the basis of performance and within the framework of free and fair competition. We comply with the legal obligation to make business decisions independently, in the best interest of the company, and without agreements or arrangements with competitors.

## BRIBERY AND CORRUPTION

WERIT does not tolerate any form of bribery or corruption.

Within the WERIT Group, business decisions are made

solely in the best interest of the company.

Conflicts of interest involving private matters or other economic or personal activities — including those of relatives or closely associated persons or organizations — are avoided from the outset.

## ANTI-MONEY LAUNDERING

WERIT fulfills its legal obligations to prevent money laundering and does not participate in any money laundering activities.

Every employee is required to report any unusual financial transactions — especially those involving cash that could indicate money laundering — to their supervisor for review by the responsible finance department.

## GIFTS AND BENEFITS

Employees must not solicit or accept services, gifts, or benefits from customers, suppliers, or other third parties that could influence or appear to influence their decisions or behavior in relation to their duties at WERIT.

Likewise, no employee may offer, promise, or grant any services, gifts, or benefits to customers, suppliers, public officials, or other third parties with the intent of gaining an unfair advantage for WERIT.

# LABOR AND HUMAN RIGHTS

## HUMAN RIGHTS

WERIT is committed to respecting, protecting, and promoting human rights. We therefore support the United Nations Global Compact, the principles of the Universal Declaration of Human Rights, and the core labor standards of the International Labour Organization (ILO). It is our mission to align both our business operations and workplace environment with these principles.

## EQUAL TREATMENT AND NON-DISCRIMINATION

We place great value on a culture of equal opportunity, mutual trust, and respect. We promote equal opportunities and prohibit discrimination in recruitment, promotion, and access to training and development.

## DIVERSITY

We treat all employees equally, regardless of gender, age, skin color, culture, ethnic background, sexual identity, disability, religious affiliation, or belief system.

## TRANSPARENCY AND OPENNESS

Our company promotes open communication and the exchange of ideas and opinions. We encourage employees to speak up about concerns or problems and to work together on constructive solutions.

## CHILD AND FORCED LABOR

Our company is committed to not tolerating any form of child or forced labor. This includes all forms of forced labor, debt bondage, slavery, and child labor. We strive to ensure that all our employees and business partners respect and uphold human rights.

## FAIR COMPENSATION

The right to fair compensation is recognized for all employees. Wages and benefits meet at least the minimum legal standards or prevailing industry benchmarks in the respective country or region.

## DATA PROTECTION AND INFORMATION SECURITY

Confidential company data and personal data of employees, customers, suppliers, and third parties must be protected and treated confidentially.

We collect and process personal data only when necessary for fulfilling a specific job-related task or when required by law. Without the data subject's consent or legal permission, personal data may neither be collected nor processed.

## OCCUPATIONAL HEALTH AND SAFETY

The safety and health of our employees are top priorities — on par with product quality and economic success.

Occupational safety and health protection are integral parts of all operational processes and are considered from the early planning stages in all technical, economic, and social decisions.

Every employee contributes to safety and health protection in their work environment and complies with all relevant regulations.

Managers are obligated to instruct and support their teams in fulfilling this responsibility. The same safety standards apply to subcontractors, suppliers, and temporary workers as to our own employees, and these standards are considered during selection and collaboration.

## CONFLICT RESOLUTION

WERIT is committed to the well-being of all employees. A healthy workplace atmosphere is a key pillar of our success.

However, unresolved conflicts can damage this atmosphere. WERIT aims to identify all types of conflicts and resolve them constructively and respectfully.

We therefore promote open dialogue and the pursuit of mutually acceptable solutions to maintain a positive working environment.

## BULLYING

WERIT is committed to providing all employees with a respectful and positive work environment.

We reject all forms of aggressive behavior intended to harass, intimidate, or psychologically harm others.

Every employee is expected to take responsibility and actively help prevent bullying in the workplace.



## SUSTAINABLE PROCUREMENT

Suppliers, contractors, or other intermediaries are selected only after careful and objective performance evaluation.

In addition to economic considerations, ecological aspects must also be taken into account when selecting suppliers and service providers.

## ENVIRONMENT

Sustainable environmental and climate protection, as well as resource efficiency, are important corporate objectives for us.

In both the development of new products and services and the operation of production facilities, we ensure that all environmental and climate impacts are kept to a minimum. Our products are designed to make a positive con-

tribution to environmental and climate protection for our customers.

Every employee is encouraged to protect natural resources and minimize environmental impact through material savings, energy-efficient planning, and the avoidance, reduction, and recycling of waste.

## COMPLIANCE WITH THE CODE OF CONDUCT

Every WERIT employee is required to align their behavior with this Code of Conduct.

Primarily, WERIT will seek to take appropriate measures to raise awareness and explain the importance of these values to its employees, thereby encouraging behavior-

change in the future.

However, in serious cases, violations of this Code of Conduct may also lead to labor or disciplinary measures in accordance with applicable law.

**WERIT Branches:**

**D-57610 Altenkirchen | D-53567 Buchholz | D-01458 Ottendorf-Okrilla | A-2514 Traiskirchen |  
CH-8105 Regensdorf/Zürich | F-67162 Wissembourg | F-26200 Montélimar |  
E-08403 Granollers/Barcelona | GB-Manchester | PL-55-330 Błonie gm. Miękina | CZ-619 00 Brno**

**[www.werit.eu](http://www.werit.eu)**

# CODE OF CONDUCT

