

# CODE OF CONDUCT





## Preface

Success and reputation depend not only on the quality of our products and the service we provide to our customers, but also on our behavior in the business environment. An integrity, responsible and sustainable management of the business and the assumption of social responsibility are the foundation of our business policy.

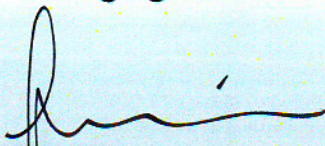
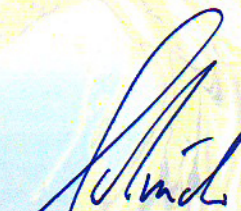
Compliance is therefore an essential factor in ensuring the long-term success of our company. We as WERIT commit ourselves to a fair and transparent conduct of our business also from an ethical point of view. We base our activities on the basis of law and in every country in which we operate.

This Code of Conduct is binding for all WERIT employees. It defines our common principles for lawful behavior. Commitment to these principles connects all our employees, regardless of country borders and cultures. It is essential for all WERIT employees to read and understand the Code of Conduct. After all, they are obliged to keep them engaged in their day-to-day work, actively implementing them and bringing them to life. In addition, we will gradually integrate all interested parties.

The rules of conduct set forth in this Code of Conduct set out appropriate procedures or limits to help employees avoid such situations. However, since constellations are conceivable in which employees themselves can not clearly judge whether a particular behavior is in accordance with the rules, they should in case of doubt address their supervisors or the compliance officer of WERIT in order to clarify the facts in advance.

At WERIT, we are committed to the United Nations Global Compact and have committed ourselves to the principles of the United Nations Universal Declaration of Human Rights and the core labor standards of the International Labor Organization (ILO).

### Managing directors

  
E. Schneider  
J. Schneider



## **Compliance with law and order**

All employees must respect and comply with applicable laws and regulatory requirements. The same applies to internal instructions and guidelines of WERIT. In addition, in addition to compliance with local laws and regulations, international activities must comply with the relevant social standards in force in the country concerned.

## **Avoidance of conflicts of interest**

### **Bribery or corruption**

WERIT does not tolerate any form of bribery or corruption. In the WERIT Group, business decisions are made solely in the best interest of the company. Conflicts of interest with private interests or other economic or other activities, even of relatives or other related persons or organizations should be avoided right from the start.

### **Gifts and benefits**

Employees may not require or accept any services, gifts or benefits from customers, suppliers or other third parties that could influence or influence their conduct of work for WERIT. No employee may offer, promise or grant services, gifts or benefits to customers, suppliers, public officials or other third parties in order for this or a third party to favor WERIT in an unfair manner.

## **Fair competition**

WERIT is committed to the principles of the market economy and fair competition. WERIT's business is operated exclusively on the merit principle and on the basis of free, unhindered competition. Suppliers, agents or other intermediaries are only selected after a careful and objective performance assessment. WERIT adheres to the legal obligation to make business decisions in the best interest of the company independently of agreements or agreements with competitors

## **Money Laundering Prevention**

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

Each employee is required to inform the supervisor or the compliance officer in case of doubt about unusual financial transactions, in particular including cash that may give rise to a suspicion of money laundering, and thus have them audited by the responsible finance department.

## **Human rights, equal treatment and non-discrimination**

### **Equal treatment and non-discrimination**

A culture of equal opportunities, mutual trust and mutual respect is very important to us. We promote equal opportunities and prevent discrimination in the recruitment of workers and in the promotion or provision of education and training. We treat all employees equally regardless of sex, age, skin color, culture, ethnicity, sexual identity, disability, religion or belief

## **Human and employee rights**

We respect internationally recognized human rights and support their observance. We strictly reject any form of forced and child labor. The right to a fair remuneration is recognized for all employees. Remuneration and other benefits are at least equal to the respective national and local legal standards or the level of national economic sectors / sectors and regions.

## **Privacy and Information Security**

The protection of personal data, in particular of employees, customers and suppliers, is of particular importance to WERIT. We only collect or process personal data if this is absolutely necessary or legally required to fulfill the respective work task. No personal data may be collected or processed without the consent of the data subject or legal admissibility.

## **Work- and Health protection**

The safety and health of our employees are, in addition to the quality of our products and our economic success, an equally high corporate goal. Occupational safety and health are an integral part of all operations and will be right from the start in the planning phase - included in the technical, economic and social considerations. Each of our employees promotes safety and health in their work environment and abides by the regulations for occupational health and safety. Every leader is required to instruct and assist their employees in the exercise of this responsibility. The same safety standards apply to employees of subcontractors, suppliers and contract workers as to our employees.

This is taken into account in the selection and cooperation.

## **Sustainable environmental and climate protection**

Sustainable environmental and climate protection as well as resource efficiency are important corporate goals for us. When developing new products and services as well as operating production facilities, we make sure that all environmental and climate impacts are kept as low as possible and that our products make a positive contribution to environmental and climate protection for our customers.

Every employee should protect their natural resources and strive to minimize the burden on the environment through material savings, energy-efficient planning, prevention, reduction and recycling of waste. When selecting suppliers and service providers, the ecological aspect must be considered in addition to the economic aspects.

## **Compliance with the Code of Conduct**

Every WERIT employee is personally responsible for ensuring that their behavior complies with this Code of Conduct. In the first place, WERIT will try to take appropriate measures to educate and explain the meaning of the values to the employee, thereby inducing him to change his behavior in the future.

In serious cases, however, there is also the possibility of carrying out labor or disciplinary measures in the context of applicable law in the case of violations of this Code of Conduct.