

## Declaration of commitment

# Supplier Code of Conduct

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© Michael Weinig AG | Weinigstrasse 2/4 | 97941 Tauberbischofsheim | Germany | Telephone: +49 9341 860

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# Weinig group of companies policy statement

We, Michael Weinig AG, Tauberbischofsheim, and its affiliated companies

- Weinig Vertrieb- und Service GmbH & Co. KG, Tauberbischofsheim
- Weinig Operations GmbH & Co. KG, Malterdingen
- Weinig Operations GmbH & Co. KG, Illertissen
- Weinig Grecon GmbH & Co. KG, Alfeld (Leine)
- Luxscan Technologies S.A.R.L, Foetz (Luxembourg)
- Holz-Her GmbH, Nürtingen
- Holz-Her Maschinenbau GmbH, Voitsberg (Austria)
- Weinig Holz-Her Schweiz AG
- H.I.T. Maschinenbau GmbH + Co. KG

(hereinafter also referred to as “WEINIG” or the “Weinig Group”), which as a group of companies is committed to ecologically and socially responsible corporate management, expects the same behavior from its suppliers. It is important to us that our business partners not only know the principles of ecological, social and ethical behavior, but will also integrate them into their corporate culture. Our goal is to continuously optimize our entrepreneurial actions in terms of sustainability, and we ask our suppliers to support us in this as part of a holistic approach.

The rules listed below form the basis of the business relationship for all future deliveries and provision of services between us and the supplier<sup>1</sup>.

## 1 Corporate Social Responsibility (CSR)

### 1.1 Working conditions

If the supplier is an employer, they must ensure that the remuneration for regular working hours and overtime complies with the national statutory minimum. Further, all benefits required by law shall be provided to employees and no deductions from wages shall be permitted as penalties. The employer shall ensure that employees receive a clear, detailed and regular statement showing the composition of their remuneration.

The employer shall ensure that working times are in compliance with applicable laws to ensure adequate limitation of working hours, sufficient breaks, and regular recreational leave.

Employees have the right to form and join associations and to participate in collective bargaining, and they have the right to go on strike. Discrimination against employee representatives is not permitted. No employee shall be discriminated against on the basis of membership in such an organization. Employee representatives must be guaranteed free access to their colleagues' workplaces to ensure that their rights are upheld lawfully and peacefully.

It is prohibited to discriminate or treat employees unequally in any form. This includes, for example, discrimination based on gender, race, national or ethnic origin, color of skin, disability, health status, political conviction, origin, ideology, religion, age, pregnancy or sexual orientation. The human dignity, privacy and personal rights of each individual must be respected.

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<sup>1</sup> Note

In this document, for reasons of better readability, we do not use gender-neutral word forms. Any reference to people applies equally to all genders.

It is the supplier's responsibility to provide a safe and healthy working environment. For this, adequate occupational safety systems must be established and implemented to prevent occupational accidents and health risks related to the activity.

## 1.2 Prohibition of forced and child labor

It is prohibited to accept forced labor, slavery or comparable working conditions. All work must be voluntary and not coerced under threat of punishment. Employees must be given the opportunity to terminate employment at any time. There shall be no form of inappropriate treatment of workers, such as psychological abuse, sexual or personal harassment, or humiliation. The use of security personnel is prohibited if it involves inhumane or degrading treatment of people or if it interferes with freedom of association.

It is prohibited to use any form of child labor. Suppliers shall comply with ILO conventions recommending a minimum age for the employment of children. This age should not be lower than the age up to which compulsory education is in force in the place of employment, and in any case should not be lower than 15 years. If suppliers encounter children at work, they must take steps to remedy the situation and allow them to attend school. The rights of young employees must be protected. Employees under the age of 18 may not be assigned to work that is harmful to their health, safety or moral development.

## 2 Environment and sustainability

The mechanical and systems engineering sector has an important role to play, as it provides technological solutions for sustainability on the one hand and strives to implement resource-efficient production methods and responsible corporate governance on the other. It is essential that both products and processes are adapted to the principles of sustainability to ensure long-term integration into the corporate strategy. The supplier undertakes to optimize their processes step by step, to develop new and sustainable business models and thus to continuously improve operational efficiency.

### 2.1 Availability and sustainable management of water

Wastewater resulting from operations, manufacturing processes or sanitary facilities must be categorized, monitored, and inspected prior to discharge or disposal, and if necessary, must undergo treatment. In addition, the supplier shall implement measures to reduce the generation of wastewater.

### 2.2 Innovation and infrastructure

Sustainable development and a strengthened community depend significantly on investments in infrastructure. These include, for example, transport routes, irrigation systems, energy supply as well as information and communication technologies. Technological progress forms the basis for achieving environmental protection goals, such as greater resource and energy efficiency.

### 2.3 Consumption and production

It is essential to use natural resources efficiently and sparingly to ensure sustainable development. This includes the prevention of waste or the implementation of recycling measures, as well as safe disposal of waste. Another goal is to reduce food waste and promote the responsible use of food. Our suppliers must be

aware of their social and environmental responsibility to minimize the consumption of resources. Consumers should be better informed about sustainable consumption in order to make informed choices. Finally, chemicals must be handled in a more environmentally friendly manner to promote sustainable development.

## 2.4 Partnerships

The strengthening of (global) partnerships for sustainable development is a key element. Addressing global challenges requires joint efforts and cooperation at an international level. That is why development partnerships are promoted and demanded. Only if governments, society and companies work together in partnerships can global problems such as pollution, poverty or inequality be tackled effectively. Cooperation on a global scale can help to achieve common goals and promote sustainable development by sharing ideas, resources, and technologies. Development partnerships are therefore crucial to a sustainable future for all.

## 3 Ethical mission statement

Compliance with the standards of fair business, fair advertising and fair competition, as well as applicable antitrust laws, is essential and must be strictly observed by all partners to ensure fair and transparent competition. In particular, these regulations prohibit agreements and activities that influence prices or conditions, as well as agreements between suppliers that restrict the autonomy of customers. This is the only way to ensure sustainable and ethical business operations.

The protection of private information and intellectual property are of great importance to the supplier. In order to meet the expectations of the Weinig Group, its suppliers, customers, consumers and employees, the supplier must ensure that all personal information they collect, store, process, transfer or disclose complies with applicable data protection laws and government regulations. In addition, technology and know-how transfer must be designed in such a way that both intellectual property rights and customer information are protected. It is therefore essential that the supplier respects intellectual property rights.

The supplier is responsible for maintaining the highest standards of integrity in all business activities. All forms of bribery, corruption, extortion and embezzlement are strictly prohibited, and a zero-tolerance policy must be followed. To ensure compliance with applicable anti-corruption laws, procedures must be in place to monitor and enforce standards. The supplier is obliged to ensure that these standards are always complied with, both by themselves and by their employees and suppliers.

## 4 Implementation by suppliers

Suppliers working with Weinig Group companies must monitor their supply chains and identify potential risks. They are expected to take appropriate measures to minimize these risks.

WEINIG reserves the right to carry out appropriate control measures, such as audits, to ensure that suppliers comply with their duties and obligations in accordance with the requirements listed below. WEINIG or third parties commissioned by WEINIG shall have the right to conduct an audit once a year without specific cause and at any time if required. In doing so, reasonable advance notice must be given to the supplier and the audit may only take place during normal business hours at the supplier's locations. If certain review measures of the audit would violate data protection law or other mandatory provisions, the supplier may object to them.

If a violation of the regulations is identified, WEINIG shall immediately inform the supplier thereof and set a reasonable deadline for the supplier to bring its conduct in line with the regulations. If a quick solution is not possible, the supplier must report this immediately and, together with WEINIG, develop a time schedule to eliminate or minimize the violation.

If the breach is culpable, the deadline expires unsuccessfully and/or the implementation of the measures contained in the concept does not remedy the situation after expiry of the schedule, and makes a continuation of the business relationship unreasonable for WEINIG, this shall be deemed an important reason entitling WEINIG to terminate existing contracts extraordinarily.

## 5 Whistleblower system

Trustworthy information about compliance violations helps us to counteract them at an early stage and thus reduce damage to the companies of the Weinig Group, our employees and business partners. Employees, trainees, applicants, former employees, service providers and suppliers as well as their employees and freelancers, shareholders and members of the supervisory, management and administrative bodies have the opportunity to report irregular behavior at any time.

For this purpose, we provide various channels for contacting us. Every report will be checked and investigated systematically. In doing so, we will protect the interests of the persons providing the information as well as their confidentiality.

Further information about the whistleblower system at the Weinig Group can be obtained at any time at the following link

<https://www.weinig.com/de/weinig-gruppe/hinweisgebersystem.html>

## 6 Confirmation of the supplier

We have received the general conditions of cooperation and hereby confirm that we undertake to comply with them in accordance with our other contractual obligations.

[Place, date]

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Signature, company stamp

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Name (print), role

## Legal note

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**Contact person:**  
Jürgen Sprenger  
Mobile +49 170 4519684  
[juergen.sprenger@weinig.com](mailto:juergen.sprenger@weinig.com)