



CoC / Declaration of Principles

Internal and external guiding principles and code of conduct
of WEICON GmbH & Co. KG

WEICON GmbH & Co. KG (hereinafter “WEICON” or “we”) has been manufacturing special products for the industrial sector since 1947. Our comprehensive range of products includes special adhesives and sealants, technical sprays as well as high-performance assembly pastes and lubricants for all industrial areas – from production and repair to maintenance and servicing. In addition to our chemical products, we develop and distribute high-quality stripping tools under the brand WEICON TOOLS.

This declaration of principles in the form of a code of conduct applies to all employees in the WEICON team as well as our suppliers, service providers and business partners.

At WEICON, we are actively committed to sustainability and responsible action. We are aware of our responsibility within our own organisation, towards customers, suppliers and society, as well as with regard to climate protection. We are guided by values such as probity and fairness, whether in Germany or abroad. At WEICON, we therefore support initiatives and principles such as the UN Global Compact*, OECD Guidelines*, Responsible Care Global Charter*, etc. We aim to continuously improve our performance in the areas of occupational safety, security, climate protection and product responsibility.

We work closely with our suppliers, service providers and business partners to further develop our sustainability performance in the supply chain. The success of this collaboration is based on mutual trust, transparency, reliability and fairness. The WEICON code defines our requirements for responsible business practices, human rights, labour standards, environmental protection and product safety.

We assume responsibility for the implementation of ethical, social and ecological standards in our company and expect our suppliers, service providers and business partners to comply with the principles set out in this code and to take appropriate account of them in their own supply chain.

Compliance with laws, rights & guidelines

We take active and decisive action against any criminal or unethical exertion of influence on decisions made by our employees, employees of other companies that we work with, or public officials. There is no room whatsoever in our company for corruption, fraud, extortion or embezzlement in any form.

In all business actions and decisions, we observe the applicable national laws as well as the relevant internationally recognised standards, guidelines and policies, especially the principles of the UN Global Compact*, the Universal Declaration of Human Rights*, the conventions of the United Nations Organisation*, the core labour standards of the International Labour Organisation (ILO)*, the OECD Guidelines* and the UN Guiding Principles on Business and Human Rights*. Compliance with this code of conduct and with the applicable guidelines and standards may not be undermined by ancillary agreements such as deviating contractual arrangements or other comparable measures. If national and international regulations do not coincide, we adhere to the standard that provides greater protection for those affected.

Prevention of corruption

We expect compliance with international and local anti-corruption laws and standards. When dealing with business partners, customers, suppliers and government institutions, the interests of the company and the private interests of employees on both sides are strictly separated. Actions and decisions are taken free of extraneous considerations and personal interests.

Cartel & competition law

We observe antitrust rules without exception and take action against any kind of anti-competitive behaviour or agreements that support illegal cartels.

We expect compliance with the relevant national and international antitrust laws as well as with the laws against unfair competition: this includes agreements on prices or conditions with competitors or other forms of agreements restricting competition, in particular agreements with competitors that have the covert aim of dividing up the market or customers.

Privacy & data protection

We ensure the highest possible level of security to the best of our ability when handling data and information. We expect compliance with the provisions of applicable data protection laws. Personal data may therefore only be collected, processed or used to the extent necessary for specified and legally permissible purposes. The use of such data must be transparent for the data subject (the person to whom the data relates). We expect compliance with all laws regulating the communication and reporting of personal data, the withdrawal of consent to use personal data, and the blocking and deletion of personal data. We respect the right to privacy and do not unlawfully and/or arbitrarily invade a person's privacy.

Export & import

We comply with export control and customs law when providing services or shipping our products. We expect compliance with applicable import and export laws and abide by regulatory sanctions, embargoes and relevant laws, regulations, state and national policies and guidelines governing the transfer, provision or supply of goods and/or technology.

Prohibition of child labour

We do not tolerate the exploitation of children in any form. We expect the elimination of all forms of child labour in company operations. The minimum age for admission to employment must be observed. Where national law regulating child labour or the minimum age for admission to employment prescribes stricter criteria, that law shall prevail.

Prohibition of forced labour & modern slavery

We do not tolerate any form of forced and/or compulsory labour. This includes any kind of involuntary employment or employment under threat of penalties or sanctions, including compulsory overtime, forced labour of prisoners, slavery or debt bondage. We expect measures to be taken to eliminate forced labour or any form of modern slavery.

Health & safety at work

We attach great importance to good working conditions for our team and ensure health and safety at all workplaces at WEICON. One of our central goals is to prevent accidents at the workplace and work-related illnesses. We ensure the well-being and satisfaction of our team, which at the same time contributes to the success of our company. We therefore expect the maintenance of a safe, healthy and hygienic working environment. We also expect that the necessary measures to prevent all forms of work-related accidents and health impairments are taken. As part of these efforts, we expect compliance with internationally recognised occupational safety standards. In addition, we expect that the continuous improvement of the working environment is accelerated and safety-related training for employees is made a priority.

Freedom of association & right to collective bargaining

We expect the fundamental right of workers to freedom of association and the right to collective bargaining to be upheld within the framework of national laws. We value an open attitude towards the activities of trade unions and their organisational operations. Workers' representatives are not discriminated against and are given the necessary access to information allowing them to exercise their representative functions in the workplace.

Equal treatment

We expect equal treatment of all employees to be a central principle of company policy (including in relation to recruitment, remuneration, benefits, promotion and termination of employment). Any form of discrimination based on (but not limited to) ethnic, national or social origin, colour, gender, age, religion, belief, political orientation and/or activity, membership of a trade union or workers' representation, disability, sexual identity or orientation, or other personal characteristics or preferences must be eliminated or prevented. Equal opportunities in employment shall be promoted and it shall be ensured that the legal provisions supporting this are complied with at all times. Equal treatment also includes equal pay for work of equal value.

Remuneration & social benefits

We ensure that the recruitment, employment and remuneration of our team is based on fair and lawful criteria and in accordance with applicable law and international standards. We expect decent wages to be paid. The decent wage is at least the applicable statutory minimum wage or the minimum wage set for the respective industrial sector. In addition, we expect the provision of social benefits that meet the applicable national or local standards. In any case, wages should always be sufficient to meet basic needs and allow employees to have some income at their free disposal. Wages are paid on time. Written and understandable information about wages is provided.

Environmental effects that may have negative consequences for human rights

We expect the prevention of harmful soil changes, air, noise and water pollution, harmful noise emissions or excessive water consumption that could affect the resources needed for the preservation and production of food. We also expect the prevention of actions that hinder access to drinking water and sanitation or damage the health of the individual(s).

Misuse of force by private or public security staff

When hiring public or private security staff to protect the company's projects, appropriate instructions or checks shall ensure that the security staff do not interfere with the right to freedom of association, do not physically harm workers and refrain from any form of inhuman or degrading treatment.

Limitation of working hours

The established working time structures must comply with applicable national laws, industry standards and relevant ILO conventions*.

Regular employment

It must be ensured that work is performed on the basis of a recognised employment relationship established by national law and practice. Obligations arising from the regular employment relationship may not be circumvented by the use of other types of contractual arrangements.

Prohibition of harassment or inhuman treatment

It must be ensured that physical abuse or punishment, threats of physical abuse, sexual or other harassment, and verbal abuse or other forms of intimidation are avoided.

Disciplinary measures & dealing with the team

We expect workers to be treated with dignity and respect. Sanctions, fines and other penalties or disciplinary measures may only be imposed in compliance with applicable national and international laws and standards and internationally recognised human rights. It must be ensured that workers are not subjected to verbal, psychological, sexual and/or physical violence, coercion or harassment. Deduction of wages as a disciplinary measure is not permitted.

Local communities & indigenous peoples

We expect responsible action in the local community. We also expect that the concerns of local residents are listened to and healthy and safe living conditions are ensured. The rights of indigenous peoples to the lands, territories and resources they have traditionally owned, occupied or otherwise used or acquired shall be respected.

Access to food, clothing, water & sanitation at the workplace

Access to decent food, clothing, water and sanitation at the workplace must not be restricted. If a company provides housing, it must be decent.

Environmental & climate protection

Sustainability is an important topic at WEICON. We are committed to acting sustainably and to applying the standards for the protection of the environment, especially to obtaining the necessary permits, recycling, avoiding waste and preventing the release of hazardous substances into the environment. Protecting people and the climate is thus an integral part of our company policy. We expect that appropriate measures to reduce the climate-relevant impact of business activities are taken, that climate and environmental protection is actively pursued in accordance with internationally applicable standards and legal requirements, and that the effectiveness of efforts in this regard is continuously improved. This includes avoiding emissions and waste as far as possible and continuously increasing resource efficiency. We recommend taking appropriate measures and establishing effective management systems (e.g. according to ISO 14001) to ensure climate protection. We expect the safe and environmentally sound development and manufacture of products, their packaging and their transport.

Waste & emissions

The safe handling, transport, storage, recycling, reuse and management of raw materials, other business materials and waste must be ensured. The generation and disposal of waste and any form of release or emission of materials into the air, water and/or soil that could have a negative impact on human health, ecosystems and/or the climate shall be minimised. It must be ensured that all business materials and waste are handled and treated appropriately before they are released into the environment, should this be unavoidable. We expect the prevention or, if unavoidable, minimisation of the accidental release, emission and/or leakage of hazardous substances into the environment by implementing and actively maintaining appropriate procedures and systems. Furthermore, we expect the implementation and maintenance of processes and systems that continuously and sustainably optimise the consumption of all relevant resources such as energy, water and raw materials.

Process reliability

We recommend the implementation and maintenance of a formal management system to control business processes in accordance with recognised safety standards. If necessary, site- and/or facility-specific risk analyses are advisable. Adequate measures must be taken to prevent incidents at all sites and facilities, e.g. (but not limited to) chemical emissions and/or explosions.

Product safety

All corresponding country- and state-specific laws and legal regulations on product safety must be complied with. In addition, all relevant product information, processing instructions, installation instructions and occupational health and safety measures must be made available in good time before the product is delivered or the service is provided and the products must be properly labelled. Where appropriate, this also applies to the disposal of the products. We expect that full documentation on the legal compliance of the products and services provided, including (but not limited to) safety data sheets and product labelling regulations, is placed at our disposal.

Implementation

We expect that direct suppliers are actively informed about the requirements of this code of conduct and that compliance is ensured. If there is already a separate code in place that covers these points, we welcome that. In the absence of a separate code of conduct or company policy, this code and all requirements contained therein must be complied with as described above.

We expect that risks and/or violations of the requirements set out in this code, which have been identified in your own business and/or supply chain, will be disclosed (upon request). In your own supply chains, we expect the implementation of appropriate measures to drive and ensure compliance with the expectations set out in this code. We expect the advancement and development of employees' qualifications through appropriate education and training measures.

We expect to be informed of both violations and suspected violations of this code. Violations or suspected violations can be reported by e-mail at: qm@weicon.de or by telephone at 0049 251/9322-224 (anonymous reporting is also possible).

If it is determined that there is a risk that our business activities are causing or contributing to a negative impact on human rights, we have a process in place to assess, modify, stop and/or correct the activity. We encourage our employees to report suspected violations of this human rights policy statement through existing grievance or dispute resolution procedures. We reserve the right to monitor and check compliance with the requirements of this code as described above, either through our own employees, independent third parties, certifications or other forms of official assurance, or through issue-specific on-site audits.

We will treat any serious breach of the obligations, requirements and provisions of this code as a material breach of contract and will therefore consider appropriate action on a case-by-case basis.

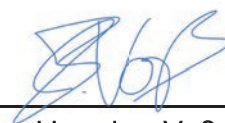
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