



Supplier Code

of WSM – Walter Solbach Metallbau GmbH

1. PREFACE

Through its range of products and services and its corporate policy, WSM - Walter Solbach Metallbau GmbH pursues far-reaching goals and supports others in doing so. We are therefore committed to ethical as well as socially and ecologically responsible corporate management based on internationally recognised standards. In order to be able to fulfil this responsibility, we also expect such behaviour from our suppliers.

The WSM Code of Conduct for Suppliers (hereinafter referred to as the „code“) describes the essential requirements that we place on our suppliers. They concern the type of cooperation, compliance with laws and regulations, dealing with corruption and bribery, child labour and environmental protection, as well as social and working conditions.

Responsibility as a voluntary commitment always begins with the entity who takes it. Our suppliers can therefore expect compliance with the provisions of this code from WSM at all times.

2. TRUSTFUL AND RELIABLE COOPERATION

Um eine vertrauensvolle und verlässliche Zusammenarbeit zu gewährleisten, verpflichten sich unsere Lieferanten zur Einhaltung der Allgemeinen Geschäftsbedingungen (AGB) von WSM und zur Beachtung dieses Kodex.

Dazu gehört es, rechtzeitig mitzuteilen, wenn Sachverhalte eintreten oder unternehmerische Planungen anstehen, die sowohl für die Art und Qualität der erbrachten Leistungen und Lieferungen als auch für die Zusammenarbeit zwischen den Lieferanten und WSM von Bedeutung sein können.

Lieferanten informieren WSM frühzeitig und unaufgefordert über alle Ereignisse oder Entwicklungen in ihrem Unternehmen, die für die gegenseitigen Geschäftsbeziehungen, die Qualität ihrer Produkte, Liefertermine oder für die Wahrnehmung von WSM in der Öffentlichkeit relevant sein können. Als Beispiele dafür seien drohende Produktionsengpässe oder -ausfälle, Wechsel von Zulieferern und Subunternehmern, Veränderungen bei Zuständigkeiten oder Veräußerung des Unternehmens oder von Unternehmensteilen genannt.

3. COMPLIANCE WITH LAWS AND REGULATIONS

WSM expects its suppliers to comply with the standards set out in the Universal Declaration of Human Rights and the principles of the International Labour Organisation of the United Nations (ILO)

and specified in SAI 8000:2008 (Social Accountability International) (see also below: References).

If legal regulations or other rules that deviate from these standards apply in individual countries where our suppliers operate, the stricter requirements in each case must be observed. The principle is always: legality does not automatically mean legitimacy.

4. COMPLIANCE WITH LAWS AND REGULATIONS

WSM expects its suppliers to consistently comply with all applicable national and international laws and regulations on corruption, bribery, fraud and prohibited business practices.

4.1. Combating bribery

Suppliers shall ensure that their employees and subcontractors do not offer, promise or grant benefits to WSM employees in order to secure an order or other preferential treatment in business dealings.

Invitations and gifts to WSM employees or persons close to them will only be granted if they are of insignificant financial value and are in accordance with customary business practice. Similarly, our suppliers will not demand unreasonable advantages from WSM employees.

4.2. Fair competition

WSM expects its suppliers to behave fairly in competition at all times and to comply with national antitrust laws and international standards. Suppliers will neither participate in any anti-competitive agreements with competitors nor will they abuse a possible dominant market position. They commit themselves to correct and truthful advertising.

4.3. Money laundering

Our suppliers do not participate in money laundering activities and comply with the relevant legal obligations to prevent money laundering.

4.4. Intellectual property rights

Every supplier handles business correspondence and sensitive data confidentially.

Confidential information, all types of data worthy of protection and the intellectual property rights of WSM are handled appropriately and protected from unauthorised access in accordance with the relevant legal requirements.

5. SOCIAL AND LABOUR CONDITIONS

WSM expects its suppliers to recognise the fundamental rights of its workers and to undertake to respect them. Workers must be treated with dignity and respect.

In particular, WSM suppliers commit themselves to recognise and comply without exception with the following principles:

5.1. Free choice of employment

All employment is voluntary. Forced labour, forced prison labour, compulsory labour or trafficking in human beings are prohibited.

5.2. Prohibition of child labour

The deployment of child labour is strictly prohibited in accordance with the provisions of the ILO, the United Nations Convention and national laws.

Of these various standards, the one with the strictest requirements must be applied. This also applies if national laws prescribe lower social and protection standards (see also point 3).

5.3. Remuneration and benefits

At a minimum, all applicable laws, regulations and industry standards regarding compensation and benefits must be complied with.

Our suppliers shall compensate all employees at least in accordance with the applicable national collective bargaining laws, including minimum wages, overtime and legally required social benefits. Deductions of benefits as a disciplinary measure or age- or gender-discriminatory compensation practices are not permitted.

5.4. Working hours

At a minimum, all applicable national laws, regulations and industry standards on working hours must be complied with.

5.5. Prohibition of discrimination

At a minimum, suppliers must comply with all nationally applicable legal provisions prohibiting discrimination in hiring and employment on the basis of race, colour, nationality, disability, physical constitution, sexual orientation, health condition, political affiliation, gender, age, appearance or membership of associations, potential parenthood or other legally protected characteristics. Harassment in the workplace will not be tolerated.

5.6. Freedom of association and right to collective bargaining

Our suppliers recognise the right to freedom of association and collective bargaining and refrain from restrictions or impediments.

5.7. Occupational health and safety

Each supplier must provide safe and healthy workplaces for its employees in compliance with at least all applicable national laws, regulations and industry standards.

5.8. Working conditions

Each supplier must provide his employees with appropriate work facilities and must at least observe and comply with national health and safety laws.

The supplier's employees must at least have access to drinking water and sanitary facilities. It is also mandatory to ensure fire safety, access to emergency medical care, adequate lighting and ventilation.

5.9. Whistleblowing

Our suppliers must encourage all of their workers to report concerns or illegal activities in the workplace without fear of reprisal, intimidation or harassment. Suppliers must review all reports and take corrective action if necessary.

6. ENVIRONMENTAL SUSTAINABILITY

As a minimum, WSM expects its suppliers to comply with all applicable national laws and regulations as well as internationally recognised standards for environmental protection.

6.1. Environmental permits

Our suppliers ensure that all necessary environmental permits and approvals are obtained, kept up to date and complied with in order to act at least in conformity with the law at all times.

6.2. Resource consumption, avoidance of environmental pollution and waste management

WSM suppliers are committed to optimising the use of natural resources, including energy and water.

Appropriate measures are taken to prevent pollution and minimise the generation of waste, waste water and air emissions. Waste water and waste are appropriately labelled and treated before discharge or disposal, at least in accordance with applicable laws and regulations.

6.3. Hazardous substances and product safety

Each supplier undertakes to label hazardous substances, chemicals and substances and to ensure their safe handling, movement/transport, storage, recycling, reuse or disposal.

At a minimum, all applicable laws and regulations relating to hazardous substances, chemicals and substances must be strictly complied with.

Substance restrictions and product safety requirements laid down by the laws, directives and regulations currently in force in the Federal Republic of Germany or the European Union shall be complied with on a mandatory basis.

7. CHANGES / FURTHER DEVELOPMENT

WSM will regularly review this code and make amendments where necessary.

Our suppliers will always be informed of these changes immediately. The latest version of the code can be found on our website at www.wsm.eu/suppliers.

We expect each of our suppliers to recognise and accept the latest version.

References:

- **Declaration of Helsinki** <https://share.wsm.group/jmqhe>
- **International Labour Standards (ILO)** <https://share.wsm.group/hxq4i>
- **SAI 8000:2008 (Social Accountability International)** <https://share.wsm.group/fo9cu>
- **Together for Sustainability** <https://share.wsm.group/4m-cb>
- **United Nations Global Compact** <https://share.wsm.group/elzai>
- **Universal Declaration on Human Rights** <https://share.wsm.group/yn6c3>

Read more: www.wsm.eu/suppliers

As of: July 2020