

Code of Conduct for Business Partners of the WISCHEMANN Group

This code of conduct for business partners of the WISCHEMANN Group is based on the UN Goals for Sustainable Development. It is intended to create a common understanding of legally compliant and ethically correct behavior and to form the basis for responsible behavior in our business relationships. We expect our business partners to conduct their business activities with integrity, i.e. in particular to comply with the law applicable to them, such as human rights including the core labour standards of the International Labor Organisation, anti-corruption, data protection, competition, antitrust and environmental law. We also expect them to advocate and promote compliance with these principles by their own business partners and to act honestly, responsibly and fairly.

Responsibility for the Society

The business partners of the WISCHEMANN Group

- strictly reject child labour and comply with the applicable laws prohibiting child labour.
- do not employ or tolerate any form of slave labour, forced or compulsory labour, servitude, human trafficking or involuntary labour.
- ensure that workers are not subject to inhuman or degrading treatment and corporal punishment of any kind.

Responsibility for the Staff

The business partners of the WISCHEMANN Group

- provide a safe and healthy working environment and safety-related qualification measures.
- respect the freedom of association and the formation of interest groups and implement the protection of the rights of their staff in their business units.
- also respect the right of workers to freely elect their own representatives and to negotiate collectively.
- remunerate their staff appropriately according to the applicable laws and industry standards.
- promote diversity in the company.
- do not tolerate any discrimination in the process of hiring and employing of staff.

Sustainability

The business partners of the WISCHEMANN Group

- comply with the applicable environmental standards and are committed to the principles of sustainable management and environmental protection as a corporate value. They take effective measures that reflect their responsibility for the environment.
- commit to a continuous improvement of environmental protection and ensure this by adopting the appropriate environmental management system.
- ensure the efficient use of resources, use environmentally friendly technologies and minimise all kinds of emissions to air, water and soil.
- support us by providing us with correct information in the form of safety data sheets, technical data sheets, carbon footprint information etc.

Avoidance of Conflicts of Interest

The business partners of the WISCHEMANN Group

- do not tolerate any form of corruption or economic crime by their own staff or those in the supply chain.

The business partners of the WISCHEMANN Group

- select their advisors, agents, and other intermediaries carefully according to appropriate suitability criteria. Compensation paid to consultants, agents and other intermediaries may not be used to provide inadmissible benefits to business partners, customers, or other third parties.
- avoid conflicts of interest that could lead to corruption.
- accept or offer invitations in connection with their work for the WISCHEMANN Group only when appropriate and not made in expectation of an inadmissible consideration or other preferential treatment and do not violate applicable law (in particular anti-corruption laws). The same applies to the acceptance or granting of gifts and other benefits or advantages of any kind.
- do not tolerate any form of unlawful material or immaterial benefits (including the offer hereof) to public officials or persons comparable to them (irrespective of whether directly or indirectly through third parties).
- do not tolerate illegal material or immaterial contributions of any kind (e.g. illegal donations) to political parties, their representatives or elected officials and candidates for political office.
- make donations only voluntarily and without the expectation of any consideration in return. Sponsorship of individuals, groups or organisations shall not be used to gain unlawful business advantages.
- avoid conflicts of interest. Our business activities are based on trust, mutual respect, the standards of conduct and on German or on the applicable law. This generally excludes illegal payments and the acceptance of advantages or favours.

Data Protection and Fair Business Solutions

The business partners of the WISCHEMANN Group

- comply with all relevant competition law requirements. In particular, they do not enter into agreements or arrangements that influence prices, conditions, strategies, or customer relations, especially the participation in tenders. The same applies to the exchange of competitively sensitive information and other conduct that may limit or restrict competition in an inadmissible manner.
- especially in view of the world-wide business activities ensure compliance with all applicable laws regarding the import and export of goods, services and information as well as with applicable embargoes and sanctions.
- take appropriate measures in their companies to prevent money laundering and the financing of terrorist organizations.
- comply with all applicable laws regarding the protection of personal data, in particular of staff, business partners and customers.

Violations of this Code of Conduct

The business partners of the WISCHEMANN Group

- carefully select the suppliers they engage when working for the WISCHEMANN Group, communicate to them the principles listed in this Code of Conduct for Business Partners or equivalent principles, and are committed to ensuring that these principles are also adopted by their business partners.
- undertake to report any evidence of misconduct and violations committed in the course of their work for the WISCHEMANN Group, and which could have an impact on the WISCHEMANN Group, to our Compliance Officer Ralf Vossius (rvossius@doerken.de). Anonymous hints are also possible at <https://doerken.integrityline.com>.
- do not tolerate discrimination of any person, who reports violations of the principles set out in this Code of Conduct for Business Partners.

The WISCHEMANN Group reserves the right to verify this e.g. by auditing the companies of its business partners. In case of minor violations of this Code of Conduct for Business Partners, business partners are therefore generally given the opportunity to implement suitable remedial measures within a reasonable period of time if they are principally prepared to remedy and improve the situation. In the event of serious or repeated violations (in particular in case of criminal offenses) the WISCHEMANN Group reserves the right to impose appropriate sanctions on business partners. This may also lead to the immediate termination of the business relationship and to claims for damages or the enforcement of other rights.



WISCHEMANN Kunststoff GmbH • Am Langenhorster Bahnhof 2 • 48607 Ochtrup • Germany

VACU-form WISCHEMANN GmbH & Co. KG • Kruppstrasse 5 • 48499 Salzbergen • Germany

wi-sales GmbH • Schützenstrasse 142 • 48607 Ochtrup • Germany

Declaration

We have read this code of conduct for business partners of the WISCHEMANN Group and confirm that our company complies with it.

Company: _____

Address: _____

Name: _____ Position: _____

Place, date: _____ Signature: _____