

At Eisenwerk Würth GmbH, sustainability and corporate responsibility are important components of modern corporate management and an essential part of our processes.

We are committed to the proper management of our processes in the areas of environmental, social and corporate management.

Eisenwerk Würth GmbH complies with these standards and undertakes to promote compliance among business partners and, if necessary, to check it.

Labor rights

The remuneration of our employees corresponds to the respective industry and labor market standards, the minimum wage legislation and is in line with the conditions of the applicable collective agreements for the metal and electrical industry.

We comply with all applicable laws regarding working hours, so that an appropriate limitation of working hours, work breaks and regular paid vacation are guaranteed.

The safety, health and well-being of our employees, business partners and customers are of the utmost importance to us. In accordance with legal regulations and industry standards, we provide a safe and healthy working environment to maintain the health of our employees and prevent accidents, injuries and work-related illnesses. We attach great importance to always complying with safety regulations to protect individuals and the public.

Respect

We maintain an organizational culture that is characterized by mutual respect and appreciation for everyone. As part of our HR processes, we ensure that they do justice to the diverse skills and talents of all employees. We recognize the diversity of society within and outside our organization.

We do not tolerate any form of discrimination or harassment on the grounds of gender, race, skin color, political opinion, sexual identity, ethnic origin, age or disability.

Human rights: forced labor/modern slavery, child labour, human trafficking.

The internationally recognized human rights are explicitly and sustainably supported.

Even in the event of disciplinary measures, all company employees must be treated with dignity and respect. Such measures may only be taken in accordance with applicable national and international standards and internationally recognized human rights.

All forms of forced labor, debt bondage, serfdom and slave labor or slavery and similar conditions are rejected.

Child labor and any kind of exploitation of children and young people are rejected. The relevant laws are complied with.

Corruption, bribery, integrity

We always separate corporate and personal interests.

Our employees must safeguard the interests of Eisenwerk Würth GmbH and may not use their professional position in relation to business partners and their employees for their own benefit or for the benefit of third parties.

We reject all forms of corruption, including bribery and extortion.

Money laundering

Our company does not tolerate money laundering. All employees are obliged to strictly comply with anti-money laundering laws and must immediately report suspicious forms of payment or other transactions that indicate money laundering to the management.

Fair competition

Eisenwerk Würth is committed to free and fair competition and compliance with German and European antitrust law.

Environmental protection

All processes at Eisenwerk Würth GmbH are continuously reviewed and adapted in order to preserve and conserve natural resources and to protect people and the environment.

We are following this request:

- Resource-saving production
- Maximum recycling rate
- Avoidance and recycling of waste

- Keeping air and water clean

All national standards are met by Eisenwerk Würth GmbH and anchored in the company through certification in accordance with ISO 9001:2015 and ISO 50001.

Supply chain

A proportion of value creation in the supply chain also takes place at our suppliers. It is therefore important to us that our suppliers also appropriately promote and actively implement compliance with this Code of Conduct or an equivalent code of conduct of their own in their supply chain.

We therefore expect our suppliers to comply with this Code of Conduct not only within their own organization, but also to pass on and promote the standards we have summarized in this Code of Conduct to and among their own suppliers.

Responsibility

The management of Eisenwerk Würth GmbH is responsible for exemplifying and communicating the content and meaning of this document to its employees within its organization. They are obliged to encourage employees to behave in accordance with these principles. Explicit approval of questionable actions is not tolerated.

Communication

We communicate openly and in a dialog-oriented manner about the requirements of this Code of Conduct and its implementation to employees, customers, suppliers and other interest and stakeholder groups.

Notice of violations

We offer our employees and business partners access to a protected mechanism to confidentially report possible violations of the principles of this Code of Conduct.

If you have any information, please contact the following office directly or anonymously:

NIETZER-Rechtsanwälte

Im Zukunftspark 10, 9. Stockwerk
74076 Heilbronn
Deutschland

Würth Management System



Award document HB01.PA01.VG08
Code of Conduct (english)

Revision: 02 (31.03.24)

Tel. (+49) 7131 20391-0
Fax (+49) 7131 20391-20

info@unternehmensrecht.com

Bad Friedrichhall, 31.03.2024

A handwritten signature in blue ink that reads 'Vianden'.

Managing Director

| | | |
|------------------|-------------------|-----------------------------|
| | Erstellt: | Tested and approved: |
| Position: | Managing Director | Quality manager |
| Name: | Joachim Vianden | Anja Krüger |