

Code of conduct

for suppliers and business partners



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■ **Wanzl has set out a code of conduct for its co-workers**, which governs the fundamental practices in dealing with employees, customers, business partners, the environment and society. We are committed to providing all services associated with our end product in accordance with the principles set out in this code of conduct. For this reason, we also expect our business partners and suppliers to adhere to the ideals that we practice. We kindly ask that you acknowledge the points listed below and confirm that they are implemented in your company, insofar as this arises as a result of your business operations.

Compliance with laws

Compliance with all national laws and regulations is the top priority in our business activities. This also applies to all international laws and regulations where required by the business activities. In addition to the applicable legal regulations, the ETI Base Code, the basic principles of the UN Global Compact and the ILO core labour standards are supported and compliance is ensured.

Human rights

In the Universal Declaration of Human Rights of 10 December 1948, the United Nations made a clear commitment to human rights. These shall be fully respected.

Working conditions

Employee welfare is an important concern for Wanzl. To guarantee this, the following points are of key importance:

- Any form of discrimination based on gender, age, skin colour, ethnic background, sexual orientation, disability, religion or ideology shall not be tolerated. This applies both to the recruitment of employees and to day-to-day operations.
- The specific statutory provisions regarding the employment of minors must be strictly observed. Child labour shall not be accepted.
- The valid regulations concerning working hours must be observed.
- Remuneration and other benefits for employees shall be fair and, as a minimum, comply with applicable legal requirements and with individual and collective labour law, in particular the minimum wage.
- Any form of forced labour is prohibited. In particular, this includes retention of part of an employee's salary or documents. Furthermore, corporal punishment, coercion, verbal abuse and the like are prohibited.
- Employees are free to join workers' representation bodies or other unions.

Occupational safety and health protection

The provision of safe and healthy working conditions for employees is ensured. To this end, a health and safety organisation exists, whose task it is to determine and implement measures to monitor and improve working conditions. The applicable laws and regulations in the relevant country shall be observed.

Protection of employees' health and safety

Risks (in particular chemical, physical, mechanical and biological risks) are identified and measures are taken to guarantee the protection of employees at their place of work and in the available infrastructure.

Operation and maintenance of equipment

The procedures and means necessary to ensure safe operation and appropriate maintenance of the equipment (production, supply etc.) are in place.

Emergency management

Emergency situations are identified and assessed. All necessary measures are taken to minimise their impact, both at the site itself and off-site, by means of appropriate emergency plans.

Environmental protection and sustainability

Responsibility for future generations is especially important. For this reason, it is essential to use the available resources sparingly and to preserve good environmental conditions. It is therefore important to always ensure sustainable management in all business activities. Both in the development of new products and services and in the operation of production facilities, it must be ensured that the impact on the environment and the climate is kept to a minimum. These aspects must also always be taken into consideration with regard to waste management and recycling of raw materials. All applicable environmental laws and regulations shall be observed.

Ethical business practices

Moral and ethical considerations must be taken into account in all economic considerations. The most important principles in this respect are:

- Corruption does not constitute a means of obtaining contracts. Employees receive regular instruction to that effect.
- Conflicts of interests shall be reported to Wanzl immediately.
- Price agreements, communication about sales strategies, margins, non-compete agreements and comparable actions are prohibited.
- The applicable data protection regulations must be observed. In particular, information about Wanzl that is not common knowledge shall be treated as secret and confidential.
- Money laundering or other questionable financial transactions shall not be tolerated.
- All applicable export controls, sanctions and customs laws and regulations, including instructions.

Supply chain responsibility

Appropriate measures are taken to ensure that, at the very least, legal due diligence obligations are observed within the company's own supply chain.

Whistleblower system

Wanzl encourages everyone to report violations of the provisions of this Code or the Wanzl Code of Conduct on our electronic reporting portal, by telephone or by letter. The Wanzl Group has appointed independent ombudspersons (intermediaries) from the auditing firm BDO for this purpose.

You can find out who the ombudspersons are and how to reach them online at:

www.wanzl.com/Compliance

Compliance with this Code

Wanzl reserves the right to check compliance with the requirements of this Code. This can be checked, for example, by requesting self-assessments or by conducting on-site audits. If a breach is identified, the supplier must report the incident and define corrective actions.

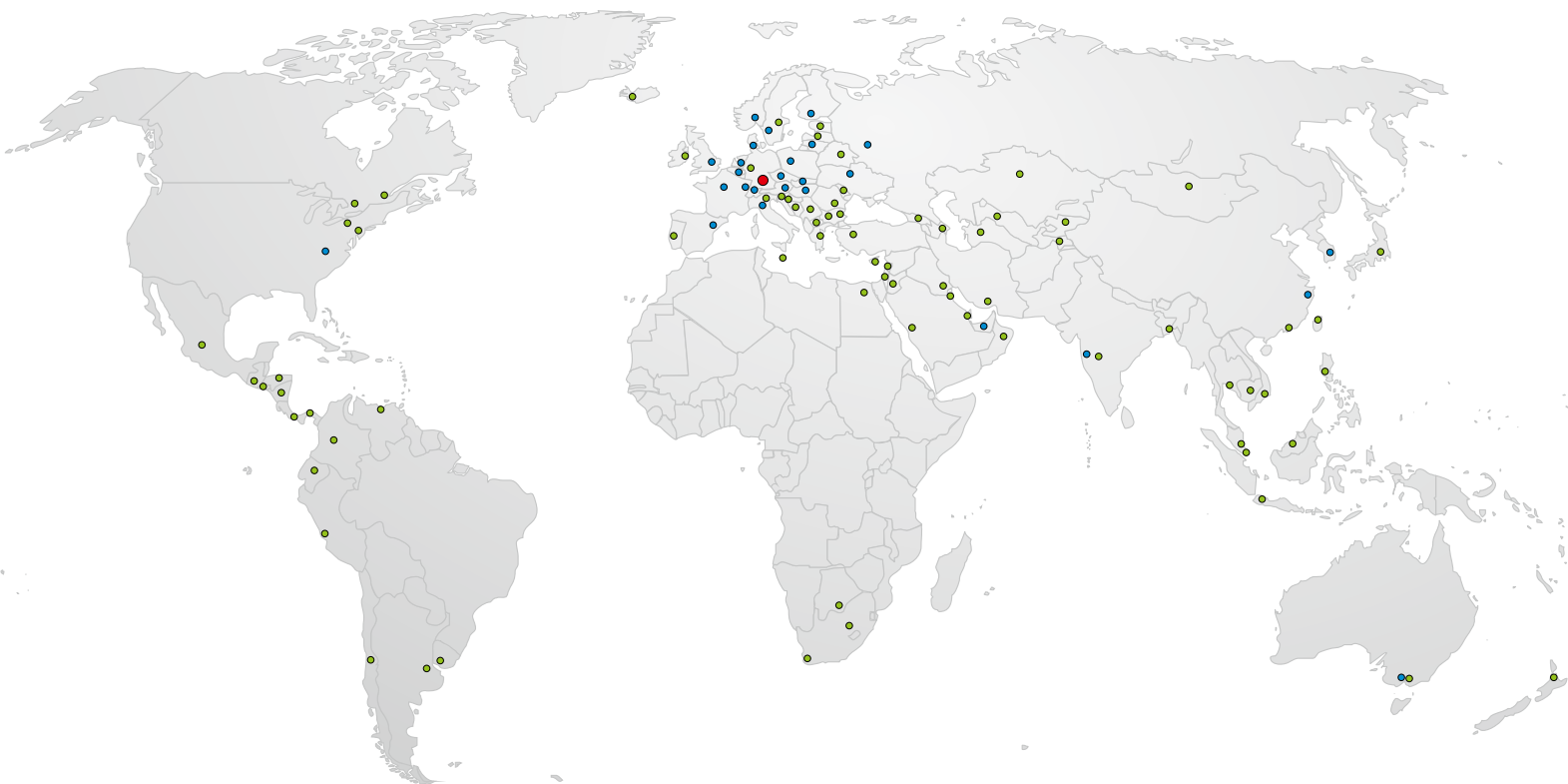
■ **By signing** the separate covering letter, you hereby agree to take the measures required in order to implement the above points in your company. This also includes continuous monitoring of compliance and forwarding of information to the co-workers concerned.

For further information, our Code of Conduct is available to view on the Internet:

www.wanzl.com/Compliance

If you have any further questions, please contact:

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