

## Code of Conduct for Suppliers to Wagner AG

### 1. Introduction

Wagner AG is committed to fulfill its entrepreneurial responsibility towards its employees, business partners, its social and economic environment, society, its shareholders and the environment according to clear ethical guidelines. Fulfilling these ethical norms and creating an environment of integrity, respect and fair behavior is a critical element for a long-term and sustainable development of the Wagner Group and in line with the expectations of Wagner's stakeholders. This is why Wagner expects of its business partners that they act along Wagner's code of conduct and actively support the implementation of these values.

### 2. Expectations

Suppliers can expect Wagner to abide by and actively live by the core values set out in its Code of Conduct, without exception. The Wagner Code of Conduct can be requested under [info@wagner-solution.com](mailto:info@wagner-solution.com).

Respectively, Wagner expects suppliers to abide by all applicable national and international laws and regulations as well as by the minimum requirements of this Supplier Code of Conduct.

### 3. Anti-corruption obligation

Wagner strictly refuses any forms of corruption. Activities using such inappropriate measures will not be tolerated. Employees of Wagner are not allowed to offer or accept any benefits directly or indirectly, with the intention or effect to influence a business or public authority decision process.

What Wagner expects of suppliers:

- Zero Tolerance towards corruption
- Correct behavior in competition and in business conduct

What suppliers may not do:

- Give or accept bribes
- Offer, give or receive inappropriate benefits
- Engage in money laundering

### 4. Social responsibility

Wagner participates in international efforts aimed at improving ethical and social standards in business life. Wagner expects from suppliers to comply with international standards including the UN Universal Declaration of Human Rights and the Conventions of the International Labour Organization (ILO).

What Wagner expects of suppliers:

- To ensure healthy and safe working conditions
- To effectively prevent and control hazards and to ensure product safety
  - To pay at least the legal minimum wage and to provide the overtime compensation specified under applicable laws and regulations

What suppliers may not do:

- Make use of child or forced labour (according to ILO Conventions 138 and 182 as well as 29 and 105)

- Discriminate on the basis of ethnicity, nationality, sex, cultural background, race, age, disability, religious beliefs or sexual orientation
- Exceed the maximum legal working hours excessively and for long periods (according to ILO Conventions 1 and 30)
- Obstruct their workers' rights to assembly, association and collective bargaining
- Make use of any type of mental and/or physical forms of disciplinary action and engage in systematic harassment

### 5. Environmental responsibility

Wagner is committed to fulfill the respective national and international environment laws and regulations and beyond this, to implement continuous improvements regarding environment and climate related issues.

What Wagner expects of suppliers:

- To strive to minimize waste and air, soil and water emissions
- To contribute to the recycling and reuse of materials and products
- To continuously improve energy efficiency in production processes and in the handling and transportation of goods

What suppliers may not do:

- Disregard applicable international and national laws and regulations on the handling, storage and disposal of hazardous waste
- Handle chemicals in a way that harms the environment

### 6. Monitoring

Wagner reserves the right to monitor existing and new suppliers for compliance with this Code of Conduct. Alternatively, the monitoring may be carried out by a specialized, independent organization. Wagner and the Supplier shall mutually agree on a suitable organization within a reasonable time frame. Wagner will inform the Supplier of the results of the monitoring.