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Wera Werk s.r.o.

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Code of conduct for business partners

Wera Werkzeuge GmbH together with its affiliated companies (hereinafter referred to as "Wera"), as a quality- and value-conscious, medium-sized company, attaches great importance to responsible long-term value creation and compliance with all national and international legal regulations. In its procurement activities, Wera not only pays attention to process-related, economic and technical criteria, but also to social and ecological aspects such as human rights, working conditions and environmental protection. When sourcing raw materials, goods and services nationally and internationally, Wera therefore expects its business partners to adopt a sustainable approach in all business processes, to protect the environment, to treat employees fairly and to observe health and safety at work.

Furthermore, Wera pays attention to the prevention of corruption and expects its business partners to behave correctly in the business environment. In addition to compliance with the provisions of antitrust law and competition law, this includes in particular compliance with the regulations on responsible corporate governance and the prevention of bribery, illegal money transfers ("money laundering") and corruption. Wera therefore not only obligates its own employees to comply with all applicable regulations as well as with the ethical principles set forth in this "Wera Code of Conduct for Business Partners", but also requires all business partners and their affiliated companies (for the purpose of this declaration, "affiliated companies" are companies that are directly or indirectly owned by the other company to the extent of at least 50% of the voting share capital) to comply with important standards in the following areas:

Basic requirement

Wera requires its business partners to comply in their activities with applicable national laws, the principles of the United Nations Global Compact and this Wera Code of Conduct for Business Partners. Wera requires that all business partners implement appropriate processes that support compliance with applicable laws within their organization and promote continuous improvement with respect to the principles and requirements of the "Wera Code of Conduct for Business Partners". In addition, Wera requires its business partners to ensure that their affiliates also recognize and comply with all principles and requirements described herein.

Furthermore, Wera requires that corporate decisions on the part of business partners are not exclusively geared towards short-term corporate success, but that the focus is on long-term orientation. All resources (raw materials, employees, energy, etc.) must be used as sparingly as possible so that the negative effects of business activities are reduced.

As a German company, Wera Werkzeuge GmbH is obliged to comply with the German law on corporate due diligence in supply chains ("LkSG") and must ensure compliance with it within the supply chain. This also includes the business partners of its subsidiary Wera Werk s.r.o., which as a supplier is not subject to the LkSG fall within the scope of the LkSG. The LkSG enshrines the following fundamental rights standards:

- Prohibition of child labour: This prohibition includes the employment of a child under the age at which compulsory schooling ends at the place of employment (abroad or in Germany), whereby the age of employment may not be less than 15 years.
- Prohibition of forced labour, slavery, slavery-like practices, servitude or other forms of domination or oppression at the place of employment.
- Prohibition of disregarding the occupational health and safety obligations applicable at the place of employment. The law of the place of employment is decisive; such disregard must not result in the risk of accidents or health hazards at the place of work.
- Prohibition of disregarding freedom of association: Freedom of association "merely" requires companies to ensure that they do not hinder associations or other groups in their formation and activities through their business activities. This means that companies do not have to establish or promote the establishment of trade unions, but they must not place any obstacles in the way of the establishment and activities of a trade union.
- Prohibition of unequal treatment of employees: Unequal treatment on the basis of national and ethnic origin, social origin, health status, disability, sexual orientation, age, gender, political opinion, religion or belief is not permitted unless it is justified by the employment requirements. The prime example of such unequal treatment is the payment of unequal pay for work of equal value.
- Payment of an appropriate wage in accordance with the law of the place of employment.
- Prohibition of causing harmful soil change, water pollution, air pollution, harmful noise emissions or excessive water consumption.
- Prohibition of unlawful forced eviction and the prohibition of unlawful seizure of land, forests and water.

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- Prohibition of hiring or using private or public security forces to protect the business project, if due to lack of instruction or control in the use of security forces:
 - the prohibition of torture and cruel, inhuman or degrading treatment could be disregarded,
 - life or limb could be injured or
 - the freedom of association and unionization could be impaired.
- Prohibition of the manufacture of mercury-added products, the use of mercury and mercury compounds in manufacturing processes and the treatment of mercury waste in accordance with the Minamata Convention on Mercury of October 10, 2013.
- Prohibition of the production and use of chemicals and the non-environmentally sound handling, collection, storage and disposal of waste in accordance with the Stockholm Convention on Persistent Organic Pollutants of May 23, 2001.
- Prohibition of the export of hazardous waste within the meaning of the Basel Convention on the Control of Transboundary Hazardous Waste and its Disposal of March 22, 1989.

Our business partners must comply with the above-mentioned fundamental rights standards. Wera's business partners also support any measures taken by Wera in connection with the LkSG. These include, among others:

- Requesting internal and external information from the business partner to an appropriate extent (once a year or on an ad hoc basis) for the purpose of carrying out regular risk analyses by Wera (§ 5 LkSG),
- If necessary, implementation of preventive measures (implementation of training and appropriate auditing in the event of a proven risk of an LkSG legal position at the business partner, after prior notice, during the business partner's normal business hours and with appropriate protection of business secrets (Section 6 LkSG),
- in the event of the occurrence or imminent violation of a human rights or environmental obligation at the business partner, to jointly develop and implement appropriate remedial measures to prevent the violation (Section 7 LkSG),

Reporting human rights and environmental risks and reporting violations of human rights or environmental obligations as part of the complaints procedure set up by Wera (Section 8 LkSG) (see last paragraph). References:

- Global Compact of the United Nations
<https://www.globalcompact.de/ueber-uns/united-nations-global-compact>
- International Organization for Standardization (ISO)
www.iso.org
- Law on corporate due diligence obligations in supply chains
<https://www.buzer.de/LkSG.htm>

Environmental protection

Wera requires that its business partners comply with applicable national environmental laws, regulations and standards. Wera further requires that business partners establish and apply an environmental management system appropriate to the size of the business partner's company (e.g. in accordance with ISO 14001) in order to minimize environmental impacts and risks and to improve environmental protection in daily business operations.

Product safety

Wera requires that its business partners comply with the applicable product safety regulations.

Employees, health protection and occupational safety

Wera requires its business partners to comply with the basic **employee rights** of the applicable national legislation. In addition, Wera's business partners must recognize and apply the core labour standards of the International Labor Organization (ILO), taking into account the laws and legal forms applicable in the various countries and locations.

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Wera requires its business partners to ensure the necessary competence of employees when selecting personnel and to prevent fraudulent intentions on the part of individuals through suitable recruitment procedures.

Wera requires that its business partners prohibit and refrain from any kind of **child labour** in their companies. Where national laws or regulations allow children between the ages of 13 and 15 to perform light work, this must not be permitted under any circumstances if it prevents the minor from completing compulsory education or training or if the employment is detrimental to his or her health or development.

Wera's business partners undertake to prevent any **discrimination in the** recruitment of employees and in the promotion or granting of training and further training measures. Equal opportunities and equal treatment are to be promoted. No employee may be disadvantaged because of his or her gender, age, skin color, culture, ethnic origin, sexual orientation, disability, religious affiliation, religious practice or ideology.

Wera's business partners must not allow **forced labour** in their company.

Wera requires that its business partners respect the rights of employees to **freedom of association** in accordance with national legislation, i.e. the right to form employee representation and to conduct collective bargaining.

Wera's business partners undertake to comply with the applicable national legislation on **remuneration** and **working hours**. This obligation includes, in particular, compliance with the agreed collective agreements and the statutory **minimum wages**.

Wera's business partners undertake to comply with the applicable national legislation on **health protection** and **occupational safety**. Furthermore, all business partners are expected to establish and apply an occupational safety management system appropriate to the size of the supplier's company (e.g. in accordance with ISO 45001) within the framework of the respective international legislation. This includes, on the one hand, the containment of actual and potential occupational risks and, on the other hand, the training of employees in order to prevent accidents and occupational illnesses in the best possible way.

References:

- Universal Declaration of Human Rights
<https://www.un.org/en/about-us/universal-declaration-of-human-rights>
- International Labor Standards (ILO)
<https://www.ilo.org/global/standards/lang-en/index.htm>
- ISO 45001 Occupational health and safety management systems

Behavior in the business environment

Wera's business partners undertake not to tolerate any form of **corruption** and **bribery** and to ensure that their companies comply with the United Nations (UN) and Organization for Economic Cooperation and Development (OECD) conventions on combating corruption and the relevant anti-corruption laws. In particular, all business partners must ensure that their employees, subcontractors and representatives do not offer, promise or grant any advantages to Wera employees or related third parties with the aim of obtaining an order or other preferential treatment in business dealings.

Wera assumes that its business partners will not misuse **invitations** and **gifts** to influence others. Invitations and gifts to Wera employees or persons close to them will only be granted if the occasion and scope are appropriate, i.e. they are of low value and can be regarded as an expression of generally accepted local business practice. Similarly, business partners will not demand inappropriate benefits from Wera employees.

Wera is committed to **avoiding conflicts of interest**. Business partners may only make decisions - in relation to their business activities with Wera - on the basis of objective criteria. Conflicts of interest with private interests or other economic or other activities, including those of relatives or other related persons or organizations, must be avoided from the outset.

Wera requires that its business partners promote **free and fair competition** by always behaving correctly in competition and observing the applicable antitrust laws. Business partners neither participate in agreements with competitors that violate antitrust law nor do they abuse any dominant market position that may exist. Business partners undertake to comply with the relevant statutory provisions on the prevention of **money laundering** and not to participate in money laundering activities.



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Validity for business partners' own business relationships

Wera's business partners undertake to communicate all the principles and requirements described here to their subcontractors and suppliers and to take them into account when selecting them. The business partners encourage their subcontractors and suppliers to comply with the described standards on human rights, working conditions, corruption prevention and environmental protection in the context of fulfilling their contractual obligations.

Compliance with the "Wera Code of Conduct for Business Partners"

Compliance with the principles and requirements of this "Wera Code of Conduct for Business Partners" by our business partners is regularly checked by the business partners themselves. In addition, after consultation with the business partner, Wera or third parties commissioned by Wera may carry out random checks appropriate to the size of the company of the respective business partner.

If there is reasonable suspicion that the principles and requirements of this "Wera Code of Conduct for Business Partners" are not being observed, Wera is entitled to demand information about the relevant facts (e.g. in the event of negative media coverage).

Any violation of the requirements set forth in this "Wera Code of Conduct for Business Partners" will be considered a material breach of the contractual relationship between the business partner and Wera. Wera has the right to extraordinarily terminate without notice individual or all contractual relationships with business partners who demonstrably do not comply with this "Wera Code of Conduct for Business Partners" or who do not strive for and implement improvement measures although they have been given a reasonable period of time to do so by Wera.

If business partners become aware of serious human rights or environmental risks in the supply chain that are highly likely to materialize or have already materialized, they will inform Wera immediately. Complaints or indications of violations of this Code of Conduct or applicable law can be reported to Wera at any time - also in anonymized form - using the following reporting tool. All business partners will inform their employees about this complaint mechanism. Disciplinary measures against the reporting person are not to be taken. The complaints mechanism is managed via the following link:

<https://app.whistle-report.com/report/2075a7be-ef65-4058-937b-0fd28a2da1ea>



By signing below, we confirm that we have read this document and agree to its application:

Contractual Partner
(Name of the company and the signatory in block letters)

Signature / Date

Stamp

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