

## Code of Conduct WISCHEMANN Group

The present code of conduct is based on the value propositions of the company. Its purpose is to ensure that all employees and managers of the WISCHEMANN Group live and act according to the values and specifications contained therein.

**Legal compliance** All business activities of the WISCHEMANN Group are done in accordance with all applicable legal requirements at national and international levels. The WISCHEMANN Group is committed to complying with all applicable anti-bribery and anticorruption laws and regulations in all its business activities.

**Prohibition of discrimination and harassment** The WISCHEMANN Group will not allow discriminatory measures or commit any such acts. Discrimination means any distinction, exclusion or preference that restricts equal treatment or access to work and limitation of employment, due possibly to skin color, gender, religious beliefs, political persuasion, age, nationality, social or ethnic origin, family responsibilities, or similar considerations of this type. The right to freedom of opinion and freedom of expression will be protected and guaranteed.

**Remuneration and Benefits** The company guarantees that no wages will be paid under the statutory minimum wage. The salary paid to employees must meet all applicable wages and salaries, including minimum salary, overtime and legally stipulated benefits.

**Working time** The WISCHEMANN Group ensures that the applicable statutory working time restrictions are complied with. The maximum permitted working hours per week is regulated by the national laws and according to the conventions of the international labor organizations. The limitation of overtime is regulated according to local legal or contractual obligations. Except for exceptional circumstances and for a limited period, employees have at least one free day per calendar week. The company management ensures that necessary work breaks are taken to prevent jeopardizing the health and safety of employees.

**Prohibition of child labor** The WISCHEMANN Group does not accept employment of children under the age of 15 unless permitted by law, but under no circumstances under 14 years of age. In the event the applicable laws prescribe a higher minimum age of employment or compulsory schooling for 15 years, this age limit is considered valid. General education or training programs used by children in schools or other institutions are not covered by this restriction. All young workers must be protected from doing any work which is likely to be dangerous or which could adversely affect the child's education or endanger his or her health or physical, psychological, social, spiritual or moral advancement.

**Prohibition of compulsory labor** The WISCHEMANN Group does not make use of forced or compulsory work, which is understood to be any work or service which is carried out with threatening of punishment or for which a person has not volunteered. It is also forbidden to retain personal identification documents of employees at the time of employment.

**Health and safety at work** The company ensures that the workplace and its environment (machines, equipment and work processes, chemicals, etc.) neither endanger the physical integrity nor the health of workers. Appropriate measures to reduce the risk of accidents and improve working conditions are the aim of regular optimization programs. Employees must have guaranteed access to drinking water, sanitation facilities and social facilities built in accordance with the applicable statutory provisions and maintained accordingly. The workplace and its environment must have proper emergency exits, fire protection equipment, and adequate lighting. Adequate non-smoking protection is also required.

**Environment and sustainability** The company complies with the applicable environmental regulations that apply to its plants at the respective sites. It is environmentally friendly at all locations. Procedures and standards for waste treatment, handling, and disposal of chemical and other hazardous materials, for emissions and wastewater treatment, shall have at least the minimum legal requirements or exceed them. The WISCHEMANN Group is aware that all natural resources are available only to a limited extent and therefore has an obligation for the generations to come. The company ensures that its products and manufacturing processes are in harmony with the requirements for sustainable development and the energy management system in place.