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**1. Preface**

The basic principles listed in the United Nations Global Compact serve as the basis of WEGU Group's actions. In support of the implementation together with our business partners, we have established a sustainability policy that also calls on our suppliers of goods and services to uphold and respect general human rights and laws, and to demand the same from their own suppliers. We also encourage our suppliers to introduce codes of conduct for themselves and their employees with requirements for ethical and sustainable behavior. It is the responsibility of the supplier to promote the principles listed below in their own supply chain and to pass them on. WEGU Group expects its suppliers to comply with the following principles.

**2. Social Sustainability**

**Respect for Human Rights**

Suppliers are encouraged to respect internationally recognized human rights and to promote their adherence. In all business activities within their own sphere of influence, suppliers should ensure that they themselves, their business partners, and their suppliers do not violate human rights or are involved in such violations.

**Prohibition of Forced Labor**


Any form of forced and compulsory labor is prohibited. The supplier may not force employees to hand over their ID, passport, or work permit as a precondition for employment.

**Prohibition of Child Labor**

Child labor may not be used at any stage of production or processing. Suppliers are encouraged to adhere at least to the ILO conventions on the minimum age for admission to employment and on the prohibition of child labor. Children must not be hindered in their development. Their safety and health must not be compromised.

**Fairness in Wages, Working Hours, and Social Benefits**

Compensation and social benefits must comply with the basic principles regarding minimum wages, applicable overtime regulations, and statutory social benefits. Working hours and rest

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periods must at least comply with applicable laws, industry standards, or relevant ILO conventions, whichever regulation is stricter.

### Equal Opportunity / Prohibition of Discrimination

Suppliers are obliged to uphold equal opportunity in employment and to refrain from any discrimination. Employees must not be disadvantaged, for example, on the basis of descent, origin, nationality, skin color, religion, ideology, political and trade union activity, gender, sexual orientation, age, disability, illness, or pregnancy.

### Freedom of Association and the Right to Collective Bargaining

Companies should uphold the freedom of association and the effective recognition of the right to collective bargaining. It must be ensured that workers can openly discuss working conditions with management without having to fear disadvantages. The right of workers to band together, join a union, appoint a representative, and be elected into such a position is respected.

### Health and Safety at the Workplace

The supplier, as an employer, ensures safety and health protection at work at least within the framework of the applicable national regulations and supports continuous development to improve the working world.

### Prohibition of Corruption and Bribery

All forms of corruption must be avoided. In particular, bribery, payment of kickbacks, or extortion to influence representatives of business partners, politics, administration, judiciary, or the public are prohibited.

### Whistleblowing and Protection Against Retaliatory Measures

Suppliers are encouraged to continuously encourage all employees to report misconduct. For this purpose, communication channels must be promoted and established that allow a complaint to be submitted or a report to be made about illegal behavior without having to fear repression, intimidation, or harassment.

### Confidentiality/Data Protection and Privacy

Suppliers are obligated to meet the appropriate expectations of their clients, suppliers, customers, consumers, and employees in regard to the protection of private information. The supplier must ensure the protection of privacy and the maintenance of information security when collecting, storing, processing, transmitting, and sharing personal information. They must safeguard against unauthorized access and comply with laws relating to data protection and information security, as well as regulatory directives.

### Compliance with Laws

A high level of integrity is expected in all business activities and relationships. Suppliers are urged to abstain from any form of fraud or dishonesty, bankruptcy crimes, corruption, granting of advantages, bribery or susceptibility to bribery. The supplier is obliged to comply with all laws and regulations applicable to them.

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**Land, Forest, and Water Rights as well as Forced Eviction**

The supplier is obliged to refrain from unlawful appropriation of land, forest, and water rights, based on national and international laws for the respective location, as well as from unlawful forced evictions.

**Fair Competition**

Laws that protect and promote competition, especially antitrust laws, must be complied with. Companies must respect fair competition and adhere to the prohibition of collusion with competitors and other actions that hinder the free market.

**Financial Responsibility**

Suppliers are obliged to adhere to national, statutory regulations for reporting on financial and non-financial matters.

**Export Controls and Economic Sanctions**

Restrictions on the export of goods to countries subject to economic sanctions must be observed and complied with by the supplier.

**Preservation of Trade Secrets**

Suppliers are obliged to treat all non-obvious commercial and technical details that become known to them through business relationships as trade secrets.

**Intellectual Property and Plagiarism**

The supplier is committed to respecting the patent-protected intellectual property of all market participants and to not bringing any plagiarized products to the market.

**Disclosure of Information**

The statutory obligations for the disclosure of information must be observed and complied with by the supplier.

**Conflict of Interest**

Suppliers must inform about any situation that could lead to a conflict of interest.

**Sustainability Requirements for Suppliers in their Supply Chains**

Suppliers are encouraged to impose the applicable sustainability requirements of the WEGU Group on their own suppliers and to regularly control them within the framework of supplier evaluation.

**3. Sustainability in Environmental Protection**

**Environmentally Friendly Production**

Optimal environmental protection must be ensured in all stages of production. This includes a proactive approach to avoid or minimize the consequences of accidents that could have a negative impact on the environment. Special emphasis is placed on the application and further

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development of energy and water-saving technologies - characterized by the use of strategies for emission reduction, reuse, and reprocessing.

### **Environmentally Friendly Products**

All products manufactured along the supply chain must meet the environmental protection standards of their market segment. This includes the entire product life cycle and all materials used. Chemicals and other substances that may pose a risk if released into the environment must be identified. A hazardous substance management system must be put in place for these substances, so they can be safely handled, transported, stored, reprocessed, reused, and disposed of using appropriate procedures.

Natural resources (e.g., water, energy sources, raw materials) must be used sparingly to conserve them. To preserve renewable natural resources, suppliers should support the application of widely recognized sustainability standards and certifications. Negative impacts on the environment and climate caused by the suppliers themselves or within their supply chain must be minimized or even avoided at their source. Their practices should align with the principles of the circular economy, such as material reduction and substitution, as well as return, shared use, maintenance, reuse, remarketing, reprocessing, revision, and recycling. Suppliers should commit to the development and application of environmentally and climate-friendly products, processes, and technologies.

### **Greenhouse Gas Emissions, Energy Efficiency and Renewable Energies**

Suppliers are called upon to minimize the emission of greenhouse gases. Energy consumption and relevant greenhouse gas emissions should be known and documented. Improvement potentials are to be regularly reviewed in order to reduce emissions.

Energy-efficient investment measures to support energy saving should be promoted, and the use of renewable energies should be increased in order to reduce CO2 emissions.

### **Biodiversity, Land Use, and Deforestation**

The supplier commits to identifying and complying with national and international laws and regulatory requirements concerning biodiversity, land use, and deforestation for all projects.

### **Soil Quality**

Suppliers must take measures to prevent unauthorized soil contamination (based on national and international laws and regulatory requirements) caused by their products, required materials, or waste products.

### **Air Quality**

General emissions from operational processes (air and noise emissions) as well as greenhouse gas emissions should be characterized before release, routinely monitored, reviewed, and treated as needed. The supplier also has the task of monitoring its exhaust gas cleaning systems and is encouraged to find cost-effective solutions to minimize any emissions.

### **Water Quality and Consumption**

Suppliers are urged to effectively minimize or avoid the consumption of water and other natural raw materials. The source, consumption, and wastewater should be monitored. Measures to improve water quality, the reuse, and recycling of water should be preferred.

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**Treatment and Discharge of Industrial Wastewater**

Wastewater from operations, manufacturing processes, and sanitary facilities should be characterized, monitored, checked, and treated as needed prior to discharge or disposal to avoid environmental damage. Furthermore, measures should be introduced to reduce the generation of wastewater.

**Resource Management and Waste Management**

Suppliers must ensure safety and regulatory compliance in the handling, storage, transportation, disposal, recycling, and reprocessing of waste, emissions, and wastewater. Activities that can have negative effects on human health or the environment must be handled, measured, and controlled appropriately. The release of hazardous substances must be minimized. The use of natural resources such as water, fossil fuels, and minerals should be continuously reduced as much as possible through the improvement of processes, reuse, recycling, or material substitution.

**Responsible Chemical Management**

Suppliers must ensure that no products are supplied that contain metals whose source minerals or derivatives come from a conflict region, where they contribute directly or indirectly to the financing or support of armed groups or cause or favor human rights violations.


**Dealing with Conflict Minerals**

For conflict minerals tin, tungsten, tantalum, and gold, as well as for other raw materials such as cobalt, the company establishes processes in accordance with the principles of the Organization for Economic Cooperation and Development (OECD) for fulfilling due diligence to promote responsible supply chains for minerals from conflict and high-risk areas and expects this from its suppliers as well. Smelters and refineries without appropriate, audited due diligence processes should be avoided.

**Reducing Consumption of Raw Materials and Natural Resources**

The use and consumption of resources during production and the generation of waste of any kind, including water and energy, should be reduced or avoided. This can either be done directly at the source or through methods and measures, such as changing production and maintenance processes or company operations, using alternative materials, making savings, recycling, or reusing materials.

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| Sustainability Policy for Suppliers | Dokumentenklasse<br><b>offen</b> |  |
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#### 4. Supplier Confirmation

By signing this document, the supplier acknowledges the WEGU Group sustainability policy and undertakes to comply with it. The supplier agrees to implement the principles set out in the policy in their own supply chain, and to monitor their compliance. In addition, the supplier agrees to provide information to the WEGU Group upon request about their own sustainability performance and about measures taken to implement the sustainability policy. The supplier agrees that the WEGU Group, upon timely notification, may conduct 2nd party audits at the supplier's premises to verify compliance with the listed principles.

In the case of serious violations of the principles of the sustainability policy, the WEGU Group reserves the right to terminate the business relationship.

|              |   |
|--------------|---|
| Company      | Authorized Representative of the Company<br>(Name / Position) |
| Place / Date | Signature / Company Stamp                                     |

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