

## WACKER'S SUPPLIER CODE OF CONDUCT – SUSTAINABILITY ALONG OUR SUPPLY CHAIN

SUPPLIER CODE OF CONDUCT



### Principles

The WACKER Group prides itself as the leader in high-end speciality chemicals globally and producing the highest quality materials. Our responsibility as that leader extends beyond our business activities and calls us to aspire to the highest of ethical standards. WACKER's commitment to ethics, sustainability, and corporate responsibility is holistic in approach and includes ecological, economic and social aspects. Our actions are guided by the underlying principles of the UN's Global Compact and the chemical industry's Responsible Care® initiative. Society's trust in our actions is an essential component of our long-term success.

Following our sustainability strategy SustainaBalance®, we strive to contribute to a more sustainable society and to balance ecological and socio-economic interests. In doing so, we count on reliable partnerships and enduring cooperation with our suppliers, vendors, and contractors. We expect our suppliers, vendors, and contractors to live up to the same corporate responsibility standards and, as such, we require compliance throughout entire supply chains of all suppliers, vendors, and contractors with whom we do business. These include all such partners:

### Compliance, Ethical Behavior and Good Governance

- Comply with all applicable national and international trade laws and regulations, including antitrust and trade controls regimes.
- Pro-actively support sustainability performance by complying with applicable laws, international environmental, social and corporate governance standards within their company and supply chain.
- Prohibit any forms of bribery, corruption, extortion or embezzlement.
- Promote and ensure fairness in competition.
- Ensure that, within their company, no conflicts of interest exist in business actions with WACKER. The monetary value of any gifts, meals or entertainment needs to be kept reasonable and aligned with company policies.
- Implement and continuously improve an appropriate management system, including sound and transparent data management to ensure state-of-the-art quality management.

### Social and Labor

- Protect internationally proclaimed human rights.
- Reject and do not use forced labor (including all forms of slavery and practices akin to slavery, human trafficking and all other forms of unlawful domination or oppression) child labor and seek the same commitment from all upstream partners.
- Ensure sourcing follows responsible minerals sourcing standards, particularly with regard to conflict minerals.
- Treat their employees with respect and provide a workplace free from any harassment, abuse, harsh or inhumane treatment, unlawful practices, and discrimination.
- Comply with the prohibition of unequal treatment in employment, for example on the grounds of disabilities, health status, national and ethnic origin, religion or belief, etc.
- Comply with the prohibition of using or contracting unethical and unlawful security services companies, e.g. if this may lead to inappropriate acts (torture, degrading treatment, etc.).
- Comply with the prohibition of causing an environmental change or excessive water consumption that may have adverse human rights consequences.
- Uphold human rights to freedom of association and collective bargaining.
- Comply with minimum wages and working hours in accordance with applicable laws. Ensure compensation according to local standards and condemn any discrimination in compensation practices.
- Respect the privacy of all their employees and business partners by protecting confidential information, data, and intellectual property from misuse.

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### Environmental and Safety

- Protect their employees' and communities' health as well as the health of the general public.
- Comply with applicable laws regarding health and safety.
- Comply with all applicable environmental regulations and minimize emissions and waste.
- Utilize resources efficiently, and use energy-efficient, environmentally friendly technologies.
- Ensure safe, environmentally sound development, sourcing, manufacturing, transport, distribution, use and disposal of products with the goal of protecting and preserving the environment.
- Protect biodiversity, and ensure that renewable raw materials are not competing with food.
- Respect the land rights of individual and local communities.

### Assessments / Audits

In order to ensure our supply chain indeed lives up to these critical ideals, WACKER may conduct assessments in various ways, including sustainability questionnaires and/or on-site audits, executed either by WACKER employees or by independent assessment/auditing service providers. By supplying services, parts, materials, equipment, or other materials to any WACKER Group company, it is understood and agreed by all suppliers, vendors, and/or contractors that they will participate in and support all such assessment efforts, including providing any documentation and certification requested by WACKER to evidence the compliance with any/all of the above.

### Whistleblower System

In addition, we have a digital whistleblower system that allows anonymous submission of information on compliance-relevant topics worldwide. We encourage both our own employees and vendor partners to use that system to report any concerns.

**The principles set out represent, among other things, the human rights-related and environmental-related expectations placed on all suppliers, vendors, and contractors with whom we do business. These requirements are mandatory. The requirements apply along the entire supply chain, so our suppliers, vendors, and contractors must, in turn, commit their upstream partners accordingly.**

**This Code of Conduct is applicable to all vendors, suppliers, and contractors that do business with any WACKER Group company, entity, or affiliate. This Code of Conduct is a global expectation and requirement of doing business with WACKER and, as such, is incorporated into our terms of purchase applicable to all WACKER purchase orders.**