

WACKER SUPPLIER CODE OF CONDUCT



Our responsibility as a company extends beyond our business activities. WACKER's commitment to sustainability and corporate responsibility encompasses 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 economic 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. We expect our suppliers to follow the same corporate responsibility guidelines we do and to require compliance throughout their entire supply chains. These guidelines are as follows:

Compliance, Ethical Behavior and Good Governance

- Comply with all applicable national and international trade laws and regulations including antitrust, trade controls and sanction regimes.
- Pro-actively support sustainability performance by complying with applicable laws, international environmental, social and corporate governance standards within your company and supply chain.
- Prohibit any forms of bribery, corruption, extortion or embezzlement.
- Promote and ensure fairness in competition.
- Ensure that, within your 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 a state-of-the-art quality management.

Social and Labor

- Protect internationally proclaimed human rights.
- Fight forced labor (including modern slavery and human trafficking) and child labor.
- Ensure that minerals sourcing follows responsible sourcing standards, particularly with regard to conflict minerals.
- Treat your employees with respect and provide a workplace free from any harassment, abuse, harsh or inhumane treatment, unlawful practices, and discrimination.
- 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 practises.
- Respect the privacy of all your employees and business partners by protecting confidential information, data, and intellectual property from misuse.
- Establish and enable a complaint process or mechanism within your company for employees.

Environment and Safety

- Protect your employees' and communities' health as well as the health of the general public.
- Comply with applicable laws regarding health and safety.
- Comply with 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.
- When using renewable raw materials, act responsibly in terms of land competition with food production and care for biodiversity.
- Respect the land rights of individual and local communities.

Together with the other members of the "Together for Sustainability" procurement initiative, WACKER initiates regular supplier assessments using sustainability questionnaires and/or on-site audits by independent assessment/auditing bodies. We sometimes attend TfS supplier audits to monitor the quality of the auditing process. Repeated non-compliance with this Code of Conduct by our suppliers could lead to termination of the supplier relationship.