

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.

瓦克供应商行为准则 ——创造明天的解决方案

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作为一家企业，我们的责任不仅限于我们的商业活动。瓦克对可持续发展和企业责任的承诺涵盖生态、经济和社会方面。我们的行为遵循联合国全球契约（Global Compact）和化工行业Responsible Care®倡议的基本原则。社会对我们行为的信任是使我们长期经济成功的重要因素。

遵循着我们的可持续发展战略SustainaBalance®，我们努力为更可持续的社会做出贡献，并努力平衡生态和社会经济利益。在这一过程中，我们依赖与供应商的可靠合作伙伴关系和持久的合作。我们希望我们的供应商遵循与我们相同的企业责任准则，并要求其整个供应链都遵守这些准则。这些准则如下：

合规、道德行为和有效管理

- 遵守所有适用的国家和国际贸易法律法规，包括反垄断和贸易控制法规。
- 遵守在贵司和供应链内适用的法律、国际环境、社会和公司治理的标准，积极支持可持续发展绩效。
- 禁止任何形式的贿赂、腐败、勒索或挪用公款。
- 促进并确保公平竞。
- 确保贵司在与瓦克的商业行为中没有利益冲突。任何礼品、餐饮或娱乐的货币价值都需要保持合理并与公司政策保持一致。
- 实施并持续改进合适的管理系统，包括健全和透明的数据管理系统，以确保最先进的质量管理。

社会和劳工

- 保护国际公认的人权。
- 拒绝和不使用强迫劳动（包括所有形式的奴役和类似于奴役、人口贩卖和所有其他形式的非法统治或压迫）和童工。
- 确保采购遵循责任矿产采购的标准（尤其关于冲突矿产方面）。
- 尊重员工，为员工提供一个没有任何骚扰、虐待、残酷或残忍待遇、非法行为和歧视的工作场所。
- 禁止就业中的不平等待遇，例如基于残疾、健康状况、民族和种族出身、宗教或信仰等原因的不平等待遇。
- 禁止使用或签约不道德和非法的安全服务公司，例如，如这样做可能会导致不当行为（酷刑、有辱人格的待遇等）。
- 禁止造成可能对人权有不利后果的环境变化或过度用水的行为。
- 维护结社自由和集体谈判的人权。
- 遵守符合适用的法律规定的最低工资和工作时间。确保按照当地标准进行补偿，并谴责在补偿实践中存在的任何歧视。
- 尊重所有员工和业务合作伙伴的隐私，保护机密信息、数据和知识产权使其免遭滥用。
- 在贵司内部为员工建立并启用投诉流程或机制。

环境与安全

- 保护员工、社区和公众的健康。
- 遵守有关健康和安全的适用法律。
- 遵守所有适用的环境法规，尽量减少排放和浪费。
- 高效利用资源，使用节能环保技术。
- 确保产品的安全、环保开发、采购、制造、运输、分销、使用和处置是以保护和维护环境为目标。
- 保护生物多样性，并确保可再生原材料不与粮食竞争。
- 尊重个人和当地社区的土权利。

这些列出的准则体现了我们的供应商必须遵守的与人权相关和与环境相关的期望。这些准则适用于整个供应链，因此我们的供应商必须承诺他们的供应商也会相应地遵守这些准则。

为了监督供应商的合规性，我们将安排瓦克员工或独立评估/审计服务提供商使用可持续性调查问卷和/或现场审计的方式对供应商进行评估。我们的供应商有义务参与并且积极支持这些评估。此外，我们还有一个数字举报系统，该系统允许匿名提交全球合规相关话题的信息。