

FACTSHEET SUSTAINABILITY | EMPLOYEE AND HUMAN RIGHTS | APRIL 2021

# WACKER'S POSITION ON "LABOR AND HUMAN RIGHTS"

Every company in every industry sector has a responsibility to respect human rights. As a modern, globally active company, it is important to WACKER that every one of its sites respects human rights and applies fair business practices.

### Our Commitment

WACKER takes the rising number of laws seriously and is committed to upholding the principles of internationally recognized standards, especially the OECD Guidelines for Multinational Enterprises, the ILO Core Labor Standards and the UN Guiding Principles on Business and Human Rights. We support the principles of the UN Global Compact initiative and have signed the Diversity Charter and We Together. Since 2015, we have been members of the TfS initiative.

### Our Code of Conduct

Our global Code of Conduct is binding for all employees and managerial staff worldwide. Training on related topics is held regularly. A WACKER in-house check list helps us examine projects to determine whether their implementation potentially violates human rights.

### We Say "No"

We are committed to ensuring that our business activities do not violate human rights or contribute towards adverse human rights impacts in any way. We strongly condemn any form of forced, slave or child labor. We do not use physical violence, mental intimidation or any other form of abuse. We also expect our partners to adhere to these principles.

### Our Employees

We place great emphasis on industrial, health, and workplace safety, adopt preventive measures, and implement effective emergency response programs to counter risks. We offer programs for promoting, maintaining and restoring health. Our wages and working hours comply with applicable laws and regulations. We respect the employees' right to freedom of association and condemn discrimination, especially with respect to hiring staff, setting compensation levels, providing advanced training or making decisions regarding promotions, terminations and retirement. The global compliance organization provides channels for expressing critical questions or making complaints. There are anonymous whistleblower hotlines at certain sites.

### Our Supply Chain

We expect our suppliers to adhere to our Supplier Code of Conduct. We check compliance through audits and assessments conducted as part of our TfS membership.

### Our Sites and Neighboring Communities

We assess the impact our business activities have on the environment and invest in new technologies to minimize any potentially negative effects. We encourage open dialog through information events and local hotlines. We also offer many free services at a number of sites.

### Our Products

We constantly improve our products as regards EHS criteria. We continually expand our knowledge about the environmental compatibility of our products and revise our health, safety and environmental measures, taking the whole production life cycle into account.

### Due Diligence in the Group

Human rights are anchored in a number of departments within the Group. At HR, labor law issues are taken into account and WACKER standards are specified. The Compliance organization anticipates violations and responds to any rule infringements. The Procurement department assesses and verifies suppliers. Corporate Communication coordinates reporting.

### The Human Rights Committee

Founded in 2018, the Human Rights Committee's top priority is safeguarding human rights at WACKER. Its tasks include prioritizing focus topics and potential human-rights impacts, checking existing management approaches for protection and check mechanisms, identifying weak points and defining the information needs in the company. Its interdisciplinary members meet at least 4 x a year.

### Compliance Checks

Every year we report on our status in the Global Compact progress report. As a supplier, we have conducted social audits – either via Sedex or TfS. Customers can also view our EcoVadis rating.

### Links

- [Statement Against Modern Slavery](#)
- [Global Compact Reports](#)
- [Video Human Rights](#)
- [Sustainability Report](#)
- [Supplier Code of Conduct](#)