

WACKER'S POSITION ON "LABOR AND HUMAN RIGHTS"

Declaration of Principles pursuant to Section 6, Subsection 2 of the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG)

Every company in every industry sector has a responsibility to respect human rights. For WACKER, as a responsible and globally active company, it is important that each individual site respects human rights and applies human-rights and environmental due diligence along the global supply and value chain as well as in its own business operations. We also expect our partners to adhere to these principles.

Our commitment

We are committed to ensuring that our business activities do not violate, or have any adverse impact on, human rights or the environment. We are committed to the UN Global Compact's Ten Principles and thus to protecting human rights and avoiding complicity in human rights abuses. We strictly reject all forms of forced labor, slavery, human trafficking and child labor, as well as all types of physical violence, mental intimidation and abuse. In this regard, we follow the OECD Guidelines for Multinational Enterprises, the ILO Core Labor Standards, and the UN Guiding Principles on Business and Human Rights, as well as the relevant statutory regulations.
We are signatories of the "Diversity Charter" as well as "We Together." We have been a member of the Together for Sustainability (TfS) initiative since 2015.

Basic principles

Our global Code of Conduct is binding on all employees and managerial staff worldwide. The prevention of human-rights and environmental risks is embedded in all relevant departments and divisions as well as in our corporate governance and decision-making. An internal checklist helps us to identify and avoid risks. Risk management in accordance with the LkSG is summarized in an internal manual. This describes the requisite processes in detail, from risk analysis and remedial action to documentation and reporting.

Areas of risk pertaining to our business operations

For the risk analysis, we apply selected indices pertaining to the sourced product categories and countries of origin. Within our own business operations, we also differentiate according to the respective activities at the individual sites and their potential hazard levels and zones. A general summary can be found in Figure 1.

Our employees

We place great emphasis on industrial, health, and workplace safety, adopt preventative 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 right of freedom of association with regard to hiring, wages, further training and education, career advancement, termination and retirement. In social audits (SMETA, TfS), compliance with these standards is regularly checked, in particular through employee interviews.

Our supply chain

We expect our suppliers to adhere to our Supplier Code of Conduct. We take into account social and ethical standards (in particular human rights, working conditions, health and safety standards, mindful use of local resources such as water and energy, and environmental protection). As part of our TfS membership, we check compliance through audits and assessments of all key suppliers, as well as of any suppliers identified as showing an increased risk by our risk analysis. In the case of direct or indirect business activities in conflict and high-risk areas (e.g., through sourcing raw materials), we conduct thorough investigations to assess and avoid the risk of contributing to or being associated with human rights abuses and environmental damage. This also applies to specific raw materials such as conflict minerals or palm oil.



WACKER

CREATING TOMORROW'S SOLUTIONS

SUSTAINABILITY POSITION PAPER I LABOR AND HUMAN RIGHTS

Our sites and neighbors

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

Respect for human rights is firmly anchored in the Group's organizational structure and remains a major priority. The Human Rights Officer monitors the risk management and reports to the president & CEO. At HR, labor law issues are taken into account and globally applicable WACKER standards are specified. The Compliance Organization addresses violations and initiates appropriate measures. The Environmental Protection Department coordinates compliance with environmental standards worldwide. The Procurement Department qualifies, reviews and evaluates suppliers with regard to human rights and environmental risks. Corporate Communications coordinates reporting. All managers, especially local Managing Directors play a central role in implementing and complying with the LkSG at the sites. Human-rights due diligence is part of their job description.

The Human Rights Committee

The Human Rights Committee headed by the Human Rights Officer prioritizes the safeguarding of human rights at WACKER. Its tasks include prioritizing focus topics and risk areas, checking existing management approaches in terms of protective and monitoring mechanisms, identifying weak points and defining information needs in the company. Its interdisciplinary members meet at least 4 times a year.

Whistleblower hotline

The Global Compliance Organization as well as the generally accessible whistleblower hotline (whistleblower system) ensure that critical questions, concerns or complaints can be expressed. If desired, communication can be anonymous.

Remedial action

Should reviews of suppliers or our own sites reveal deviations or risks, our primary goal is to eliminate them or achieve improvements. We track progress and status through discussions or repeated audits with the respective suppliers or sites. Results and measures are documented and tracked on an internal WACKER dashboard.

Training

We offer basic training for all employees as well as discussion opportunities for responsible managers and employees to allow them to deepen their knowledge and to discuss specific issues. We invite our suppliers to the TfS ACADEMY on a topic-related basis and measure their use.

Reporting

Every year, the Global Compact Progress Report and the Sustainability Report compiled as part of the Annual Report for the WACKER Group and Wacker Chemie AG show our status with regard to labor and human rights at WACKER (General information on social standards, ESRS S1 – Own workforce, ESRS S2 – Supply chain).



"Compliance with human rights is a top priority for us as a company. We never want to be associated with human rights violations – neither as a perpetrator nor as a profiteer. We base all our business activities on this principle."

C. Hartel

Dr. Christian Hartel
President and CEO Wacker Chemie AG
Munich, October 2025

Links

- Statement Against Modern Slavery
- Global Compact Reports
- Human Rights video
- Supplier Code of Conduct
- Whistleblower hotline
- Conflict Minerals Fact Sheet
- TfS Academy
- Human rights in the CSRD Report

Wacker Chemie AG, Gisela-Stein-Strasse 1, 81671 Munich, Germany, www.wacker.com/contact, www.wacker.com

The data presented in this medium are in accordance with the present state of our knowledge but do not absolve the user from carefully checking all supplies immediately on receipt. We reserve the right to alter product constants within the scope of technical progress or new developments. The recommendations made in this medium should be checked by preliminary trials because of conditions during processing over which we have no control, especially where other companies' raw materials are also being used. The information provided by us does not absolve the user from the obligation of investigating the possibility of infringement of third parties' rights and, if necessary, clarifying the position. Recommendations for use do not constitute a warranty, either express or implied, of the fitness or suitability of the product for a particular purpose.

PO 23_7555de/11.25 ersetzt 7555de/03.23