



CODE OF CONDUCT

Supplier

Preamble

As a regional midsize family company with about 25 employees, the WECK-Holz GmbH is committed to a corporate management built on sustainability and ecological as well as social responsibility.

We believe in a business policy which adheres to strict ethical and legal principles. We are convinced that following such principles creates the best outcome for all parties involved: our business partners, their and our own employees as well as WECK-Holz GmbH itself.

Our Code of Conduct for Suppliers determines essential requirements expected from our suppliers. These requirements include compliance with laws and regulations and address corruption, bribery, social and working conditions, child labor and environmental measures. We expect our suppliers to share this commitment and to make reasonable efforts to promote the compliance of their own suppliers and subcontractors with the principles of this code.

I. Compliance with laws and regulations

WECK-Holz GmbH expects its suppliers to comply with the applicable national, international laws, and regulations, including the International Labor Organization (ILO) and the General Declaration of Human Rights of the United Nations, industry standards and all other relevant legal directives. Should the legal requirements or other regulations in individual countries in which the supplier is active deviate from the specifications of the code, the stricter of the two sets of directives is to be complied with.

II. Compliance und integrity

WECK-Holz GmbH expects that its suppliers comply with all applicable laws and regulations relating to corruption, bribery, fraud and prohibited business practices.

Combating bribery

Suppliers must ensure that their employees and subcontractors do not offer, promise or give employees of WECK-Holz GmbH any benefits aimed at obtaining an order or other preferential treatment in the context of business transactions. Invitations and gifts for employees of WECK-Holz GmbH or for persons close to them are only to be given if these are of insignificant financial value and correspond at the business level to customary practice. In the same way the supplier shall request no inappropriate benefits from employees of WECK-Holz GmbH.



Fair competition

WECK-Holz GmbH expects its suppliers to behave fairly in competition and observes the applicable restrictive trade practices laws. The supplier must neither conclude agreements with competitors, which violate restrictive trade practices law, nor take improper advantage of a possible market-dominant position.

Money laundering

Suppliers must not participate in money-laundering activities and must comply with the relevant statutory obligations aimed at prevention of money laundering.

Intellectual property

Suppliers must treat business correspondence confidentially. Confidential information, all sorts of protection-worthy data and the intellectual property rights of WECK-Holz GmbH must be properly safeguarded in accordance with the respective statutory stipulations.

III. Social and working conditions

WECK-Holz GmbH expects that their suppliers recognize the basic rights of their employees and undertake to comply with these and to treat the employees with dignity and respect, in keeping with the understanding of the international community. In particular, the supplier must observe the following regulations.

Free choice of employment

All employment is voluntary. Forced labor, forced prison labor, conscription of work force and slave trading is strictly forbidden.

No child labor

In accordance with the regulations of the International Labor Organization (ILO), the Convention of the United Nations (UNO) and national law, the use of child labor is strictly forbidden. Of these various laws, that which imposes the strictest requirements is to be adopted in each case.

Remuneration and benefits

All applicable laws, regulations and industry standards on remuneration and benefits are to be complied with. Deductions from benefits as a disciplinary measure are not permitted. Deductions from benefits that are not foreseen by national law are also impermissible, without the explicit consent of the employee affected.

Hours of work

All applicable laws, regulations and industry standards on hours of work are to be complied with. Overtime must be voluntary.



Non-discrimination

The suppliers must comply with all applicable statutory regulations on the prohibition of discrimination, at the time of appointment and during employment, on the basis of race, color, nationality, physical ability, physical constitution, sexual orientation, state of health, political affiliation, sex, age, appearance or membership of associations, possible parenthood and other legally protected characteristics.

Freedom of association and right to collective bargaining

Suppliers must recognize the law on freedom of association and collective bargaining within the legally permissible framework.

Health and safety

Suppliers must provide their employees with safe and healthy workplaces, complying with all applicable laws, regulations and industry standards. Harassment at the workplace must not be tolerated. The suppliers fulfill all health and safety requirements.

Working conditions

Suppliers must provide their employees with appropriate work facilities. At least access to drinking water and sanitary facilities must be ensured and fire-safety measures, access to emergency medical care, and appropriate lighting and ventilation must be provided.

IV. Ecological Sustainability

WECK-Holz GmbH expects their suppliers to comply with all applicable laws and regulations, as well as internationally recognized standards, on protection of the environment.

Environmental Authorization

The supplier must ensure that all necessary environmental authorizations and licenses have been obtained, and that these are kept up-to-date and are followed to act in conformity with the law at all times.

Use of resources, avoidance of environmental pollution and minimization of waste

Suppliers are obliged to optimize consumption of natural resources, including energy and water. Sound measures must be adopted to avoid pollution and the generation of waste, sewage and air emission. Sewage and waste must be appropriately marked and treated in accordance with the applicable laws and regulations, before discharge or disposal.

Hazardous materials and product safety

Suppliers are obliged to mark dangerous materials, chemicals and substances and to ensure that these are safely handled, transferred, stored, recycled, reused and disposed of. All applicable laws and regulations relating to dangerous materials, chemicals and substances must be strictly complied with. Limitations on materials and product-safety requirements stipulated by applicable laws and regulations must be observed.



V. Declaration of consent of the supplier/controls

By signing this document, the supplier grants to act responsible and to fulfill the specified requirements. WECK-Holz GmbH reserves the right to check compliance with this Code of Conduct on site by arrangement, in particular regarding employee rights and occupational safety standards. The supplier agrees and will allow and support such inspections. Furthermore, it is necessary to communicate the contents of this Code to employees, agents and subcontractors in a manner that is comprehensible to them and to take all necessary precautions for the implementation of the requirements.

WECK-Holz GmbH reserves the unilateral right to terminate such contracts in the event of a serious or sustained violation of this Code of Conduct.

Place, Date

Signatur of the supplier