

## **Code of Conduct of Westfälische Metall-Locherei Franz Fahl GmbH for suppliers and business partners**

**Westfälische Metall-Locherei Franz Fahl GmbH stands for reliability, trust and respect towards our business partners as well as towards our employees. These values are firmly anchored in our company principles. As an international manufacturer of perforated sheets, we are a trustworthy and efficient partner for everyone and ensure a high level of customer satisfaction. We expect the same from our suppliers and business partners.**

### **These values and principles include in particular:**

#### **Compliance with laws, regulations and internal rules:**

Conduct that complies with laws and regulations is the basis for the trust that customers, partners and employees place in us. This trust is the most important capital for being and remaining competitive in the future. The supplier or business partner will comply with all applicable laws, regulations and internal rules. This applies both nationally and internationally.

#### **Fairness in competition:**

The supplier or business partner is committed to the principles of fair and free competition. Market sharing between competitors, price manipulation by intermediaries, exchange of business secrets and other measures restricting competition are not permitted. The supplier and business partner shall only employ suppliers and other partners if their performance has been carefully and fairly assessed. In its business decisions, the supplier or business partner shall always comply with the existing law of the country in which it is active. In particular, competition agreements of any kind are neither practiced nor tolerated.

#### **Respectful behavior towards business partners and their employees:**

Responsible and respectful behavior towards its own business partners and their employees is a matter of course for the supplier or business partner. You can rely on the supplier or business partner as a legally compliant company. This also requires that they are familiar with their contractual obligations towards their own business partners.

#### **Prevention of corruption and bribery:**

The supplier or business partner maintains transparency throughout in its dealings with all customers, suppliers and service providers. It does not accept corruption, bribery or other unfair, anti-competitive practices and implements measures and processes to prevent such practices within its sphere of influence.

#### **Protection of sensitive data:**

If the suppliers or business partner collects, stores, processes or transfers personal or company-related data, it shall ensure strict confidentiality and always comply with the applicable laws and regulations. It assures employees, customers and business partners that it will only store data for the period of time required or regulated by law and that it will treat the confidentiality of their sensitive data as a top priority.

**Appreciation:**

A culture of mutual respect and appreciation in dealing with employees is of great importance to the supplier or business partner. It always treats them with fairness and tolerance and does not tolerate discrimination, sexual harassment or other attacks on the personality of individuals. Any form of modern slavery or child labor is strictly rejected. Neither directly nor in our extended supply chain does the supplier or business partner accept the use of materials, products or services that are in any way connected with the violation of basic human rights.

**Equality:**

The supplier or business partner does not tolerate discrimination or disadvantages in any form whatsoever. All employees of the supplier or business partner have the same opportunities to develop within the company regardless of gender, age, ethnic origin, religion, sexual orientation, health impairment or other individual characteristics. The supplier or business partner is also committed to full gender equality.

**Occupational safety/health protection:**

It is a central concern for the supplier or business partner to work together with our employees to ensure a healthy and safe working environment. They are committed to reducing occupational risks and always take necessary and appropriate measures to prevent health impairments and accidents. He ensures that the applicable working time laws, occupational health and safety regulations and accident prevention regulations are complied within his company. With regard to accident prevention and dealing with possible unavoidable residual risks of the activity, regular training and instruction of its employees is carried out.

**Climate protection:**

One focus of the suppliers or business partners sustainability activities is the continuous reduction of CO2 emissions. With its efforts to save energy and use renewable energy sources. It is making the best possible contribution to this. When purchasing equipment or capital goods, their energy consumption is a key decision criterion. Particularly efficient energy behavior is also a key objective in the development of new products and services by the supplier or business partner.

**Conservation of resources:**

The supplier or business partner shall use all raw materials, materials and energy sources responsibly. Any form of waste must be avoided. Where possible, the supplier or business partner shall use all raw materials and materials in such a way that they can be reused later in the material cycle. When investing in production facilities, tools and equipment, the supplier or business partner shall give preference to durable products the use of so-called conflict materials. Where complete avoidance is not possible for procedural reasons, the supplier or business partner shall ensure a non-critical origin.