



Supplier Code of Conduct

Conduct



Wipf

Code for Our Suppliers

At Wipf AG, lawful and responsible behaviour forms the basis for long-term company success.

Wipf AG is committed to respecting internationally recognised human rights. This is natural for us, and we make it our goal to avoid violations of human rights.

Human rights are basic norms that protect the dignity and equality of all people. They are universal, inalienable and indivisible rights to which every person is equally entitled. This definition is set out in the “International Bill of Human Rights”.

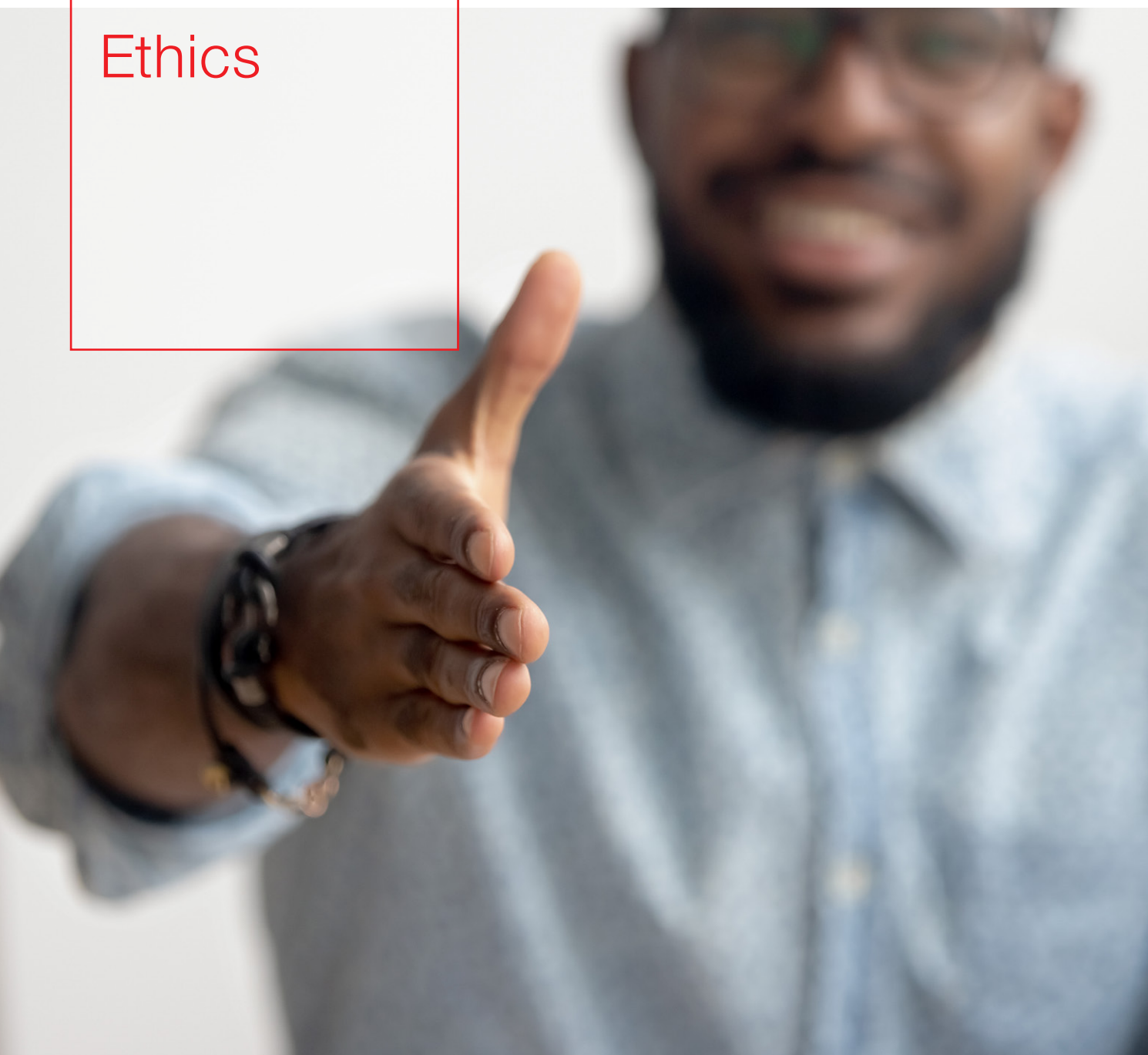
Wipf AG takes its social and ecological responsibility seriously. We are guided by the following standards:

- The ILO Declaration on Fundamental Principles and Rights at Work
- The UN Guiding Principles on Business and Human Rights
- The ten principles of the UN Global Compact (UNGC).

Our suppliers should also commit to protecting and respecting human rights and to accepting social and ecological responsibility.

Our suppliers therefore undertake to commit to the principles of this code of conduct and to comply with these principles. Furthermore, our suppliers should ensure that their own suppliers also comply accordingly.

Ethics



What We Expect from Our Suppliers

Bribery and Corruption

Fundamental Rule

Wipf AG forbids any form of bribery or corruption, regardless of the person or the position of the involved parties. Suppliers shall not engage in any bribery or corruption or any activity that may be perceived as such. This means that the supplier must avoid any form of bribery or corruption, whether direct or indirect through intermediaries.

Competition Law

Wipf AG forbids all forms of anti-competitive practice. Suppliers shall not engage in any form of anti-competitive practice or in any act that may be perceived as such. The supplier is obliged to avoid such acts. In particular, the supplier must observe the following:

Sharing of Information with Competitors

Suppliers are not allowed to participate in the sharing or exchange of information with competitors (horizontal agreements), the purpose of which is to impair competition in the relevant market in a way that violates applicable antitrust/competition law.

Fundamental Rule

Suppliers may not participate in agreements, consultations, information exchange or arrangements, with competitors, that concern prices, purchase/sales quantities, markets (or segments thereof), customers, technical solutions/standards or other factors that are relevant to competition. This applies regardless of whether such agreements etc. are formal or informal.

Reporting of Violations (Whistleblowing)

Suppliers shall ensure that their employees can report any concerns or illegal activities in the workplace without fear of consequences, and shall provide a system for lodging complaints.

Data Protection

Suppliers shall protect confidential information and ensure that they comply with relevant national and international laws.

Work



Working Conditions, Health and Safety

Prohibition of Child Labour

Suppliers Are Not Allowed to Use Child Labour

Children must not be deterred from their education through employment and thereby restricted in their development. Their dignity is to be respected and their safety and health are to be protected. In accordance with ILO core labour standards, suppliers shall comply with the minimum age for employment and strictly reject child labour. This applies especially to the worst forms of child labour, such as hazardous activities that can harm the health, safety or morals of children.

Prohibition of Forced Labour

Suppliers are not allowed to use forced or compulsory labour.

In accordance with ILO core labour standards, suppliers shall reject the use of forced or unlawful compulsory labour in their business activities.

Freedom of Association

Suppliers shall respect the rights of their employees to form trade unions or other types of employee association and to bargain collectively.

Discrimination and Role Model Function

Suppliers shall respect the uniqueness and diversity of their employees, and strive to have competent and motivated employees. Dealings with employees should be characterised by fairness, openness and, in particular, by appreciation and mutual understanding.

Suppliers shall not tolerate discrimination or bullying. No one may be disadvantaged or favoured on the basis of ethnic origin or nationality, religion, skin colour, gender, age, any impairment or sexual orientation.

All forms of harassment (not just sexual) are forbidden.

Work



Working Conditions, Health and Safety

Right to Health and Safety at Work

Suppliers shall ensure the protection and promotion of the health of their employees.

Suppliers shall endeavour to provide their employees with a workplace that is properly equipped with respect to occupational safety and health protection. Safety must be an integral consideration of all work processes.

Fair and Reasonable Payment

Suppliers shall pay their employees competitive, performance-based and appropriate remuneration that is sufficient to enable them and their families to lead a decent life. Each supplier undertakes to pay at least any statutory minimum wages.

Working Hours

Suppliers shall comply, at a minimum, with all applicable national working time regulations.

Training and Qualifications

Suppliers shall promote the long-term employability of their employees. They hire new employees based on their individual capabilities, and support and develop them accordingly. They develop the skills and talents of their employees in a targeted manner by making further training available, in order to ensure high performance and employability in the long term.

Access to qualification programmes and training schemes is based on the principle of equal opportunities for all employees.

Environment



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Protection for Nature

Environmental Protection

Suppliers must comply with all applicable environmental regulations and implement the necessary measures to prevent environmental damage. All necessary environmental permissions, licenses and information about registrations and restrictions must be obtained. Suppliers review operations for significant environmental impacts and establish effective policies and procedures to reduce adverse effects on the community, natural resources and the environment as a whole.

In addition, they strive to continuously improve sustainability in the company.

The supplier hereby confirms that the items mentioned in this code of conduct will be adhered to.

Place and date _____

Supplier _____

Signature _____



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