Code of Conduct
for Supplier and Service Provides of
WECKERLE MACHINES

(**Weckerle Machines – CoC**)

Name of Supplier: _____

Date: _____

Signature of supplier: _____

Please, return this page to us dated and signed

Date	Revision	Reason for Change	Name
07.04.2022	**01**	**Initial Creation**	**B. Daisenberger (Director Procurement)** **C. Fuhrmann (QM-Manager)**
15.04.2024	**02**	**Whistle-blower option for external parties added**	

Dear Valued Supplier,

Weckerle GmbH, Business Unit Machines (hereinafter Weckerle Machines) is aware of their responsibility as corporate citizens and act accordingly. Because of that a CSR Code of Conduct was passed. The corresponding UN, ILO and OECD guidelines acted as its common basis. As part of this commitment, Weckerle Machines requires its business partners to fully comply with this Code of Conduct.

Our responsibility
We have a very special responsibility towards our employees. We ensure that no one is limited in his human rights or takes physical or mental harm through his work. We expect our suppliers to do the same.

Laws and Regulations
We comply with applicable laws and regulations of the countries in which we operate and require that our business partners do likewise.

Forced labour
No forced labour of any kind, including forced labour in prisons and bonded labour will be used.

Child Labour
Weckerle Machines suppliers must not use child labour. Unless local legislation stipulates a higher age limit, no person who is still of school age or younger than 15 will be employed (subject to the exceptions stipulated in ILO Convention 138). Employees under the age of 18 may not perform any hazardous work and may be exempted from night work in consideration of their educational needs.

Harassment
Employees will not be subjected to any corporal punishment or any other form of physical, sexual, physiological or verbal harassment or abuse.

Integrity and Anti-Corruption
Our actions are guided by generally accepted ethical values and principles, in particular by integrity, honesty, respect for human dignity, openness and non-discrimination on the grounds of religion, ideology, gender or ethnicity. We reject any form of corruption or bribery as defined by the relevant UN Convention and we promote transparency, acting with integrity and responsible corporate management and control. No Weckerle Machines employee, agent, distributor, vendor, supplier, or other representative may, either directly or indirectly:

- Offer or give anything of value to a government official or any other person as an incentive to, or in exchange or as a reward for, obtaining an inappropriate business advantage for Weckerle Machines; or
- Give, offer, solicit or accept anything of value that is intended to induce the recipient to violate his/her duty of loyalty to his/her employer

Improper Payments, Gifts and Entertainment
Weckerle Machines employees may not give or receive gifts or entertainment unless they are not provided as a quid pro quo, modest in value, infrequent, unsolicited, given on a customary gift giving occasion, reasonable and customary in our business and permissible under the rules of the Business Partners' organization. Cash and cash equivalents such as gift cards and gift checks are never acceptable. Gifts of tickets for entertainment of any nature (theater, sporting event, etc.) require that the donor attend the event with the recipient.

Workplace and plant safety, health
Weckerle Machines suppliers are committed to comply with all laws designed to protect people and the environment without any restrictions. To prevent accidents and injuries, employers will provide a safe and healthy working environment and, if necessary, safe and healthy residential facilities, which at a minimum comply with applicable statutory requirements.

Compensation and Benefits
Compensation, including wages, overtime and benefits of employees of Weckerle Machines suppliers must be equal to or exceed the levels stipulated by applicable laws and regulations. Compensation for full-time employment must be sufficient to meet the employee's fundamental needs.

Working Hours
Unless national regulations stipulate a lower maximum number of working hours, and except in exceptional business circumstances, employees of Weckerle Machines suppliers will not be required on a regular basis to work a standard working week in excess of 48 hours per week or total weekly working hours in excess of 60 hours (including overtime). Employees are to be given the equivalent of at least one day off in every 7-day period.

Non-Discrimination
With respect to all employment decisions, including but not limited to hiring and promotion, compensation, benefits, training, redundancies and terminations, all employees from Weckerle Machines will be treated strictly in accordance with their abilities and qualifications. We do not tolerate discrimination of employees in the workplace based on gender, nationality, age, skin color, religious beliefs, marital status, sexual orientation, origin or physical or mental disabilities.

Freedom of Association and Collective Bargaining
Weckerle Machines suppliers recognize and respect the statutory right of employees to freedom of association and collective bargaining.

Environment
Weckerle Machines suppliers implement and continuously improve environmentally friendly practices and meet the environmental protection requirements and standards applicable.

Harassment
Employees of Weckerle Machines suppliers will not be subjected to any corporal punishment or any other form of physical, sexual, physiological or verbal harassment or abuse.

Communication
Weckerle Machines suppliers are responsible for communicating its requirements to all of their employees and suppliers. Particular attention is to be paid to groups requiring special protection (e.g. children and young people).

Final provisions

Weckerle Machines suppliers are expected to comply with the law in all circumstances. In cases where applicable law conflicts with the provisions in this policy, suppliers are expected to comply with the law, while seeking to meet the underlying principles of this policy.

Weckerle Machines suppliers are expected to provide sufficient resources to fully meet all requirements and to take further measures for improvement and to demand the requirements along their supply chain. Weckerle Machines suppliers undertake to work closely together with regard to the requirements described in this document.

Weckerle Machines suppliers recognize that disregard of the values and principles of the code of conduct and / or any violation of these implementation conditions are sufficient grounds to terminate the business relationship.

Weckerle Machines thanks you for your fill support of this important initiative and looks forward to further cooperation.

If you would like to report possible compliance violations at Weckerle Machines to a trusted body, we have installed the following whistleblower system: Give hint (ds-manager.net).
Sie finden den Link dazu auch auf unserer Homepage unter:
https://www.weckerle.com/machines/contact/