

Code of Conduct for Suppliers of Labor Dr. Wisplinghoff

Status as of 1. January 2024

Labor Dr. Wisplinghoff is committed to complying with all applicable laws and implementing high ethical standards in its fundamentals and corporate values. In doing so, Labor Dr. Wisplinghoff is guided in particular by the Universal Declaration of Human Rights, the International Labour Organization (ILO) Core-Convention, and the principles of the United Nations Global Compact. We expect our suppliers to share and recognize these principles. This Code of Conduct describes the minimum requirements to meet our standards and sets preconditions to receive orders from Labor Dr. Wisplinghoff.

Human Rights, Ethical Conduct and Compliance with Applicable Law

- Respect and protection of human rights – promote their observance within their own sphere of influence and ensure that human rights violations are not supported by their own business activities
- Compliance with high ethical standards and all applicable laws
- Actions are always fair, respectful and trustworthy.
- No discrimination, harassment, or other unfair behavior based on sex, age, color, ethnic or national origin, religion, belief, sexual identity or orientation, marital status, disability, or any other characteristic protected by law
- Prohibition of all forms of child and/or forced labor and of working conditions and methods or treatment that violate law or international agreements
- Recognition of the right to freedom of association and collective bargaining
- Working times shall not exceed ILO core working time standard.

Environmental Protection

- Comply with all local and national applicable environmental, health and safety regulations
- Protect the lives and health of employees and neighbors as well as the public from hazards that may emanate from manufacturing processes and products.
- Environmental protection is a high priority; resources and pollutants are to be handled responsibly and efficiently.
- Environmentally friendly technologies are to be developed and disseminated.
- Reduce waste volumes as well as emissions to air, water and soil.

Conflict Minerals

- Applicable legal requirements concerning „conflict minerals” including tin, tantalum, tungsten, their ores and gold from conflict areas are to be complied with.
- Verifiable efforts will be made to avoid using raw materials that directly or indirectly finance armed groups that violate human rights.

Protecting Company Assets

- The assets of Labor Dr. Wisplinghoff, including intellectual property, are to be respected and protected against loss and misuse.
- Business secrets, patient-/employee data, and other sensitive information of Labor Dr. Wisplinghoff are to be kept strictest confidential.

Conduct in Competition and Strict Rejection of Corruption

- Antitrust law is intended to secure and maintain free and genuine competition in the interest of all market participants.
- Strict rejection of corruption, including extortion and bribery, for all business activities anywhere in the world

Avoidance of Conflicts of Interests

- Avoidance of activities that could lead to a conflict of interest; business relationships between Labor Dr. Wisplinghoff and related parties or companies in which related parties hold key positions or act as negotiation partners or in which related parties are significantly involved must be avoided.

Combating Money Laundering

- Cooperation only with reputable business partners who do not use illegal funds.

This Code of Conduct is part of all orders issued by Labor Dr. Wisplinghoff. Every supplier of Labor Dr. Wisplinghoff must comply with these minimum standards. All suppliers will be selected in accordance with internal guidelines on sustainable procurement and are expected to continuously support the attainment of the foregoing principle throughout the business relationship. Any failure to abide by this Code of Conduct will be addressed by Labor Dr. Wisplinghoff and have appropriate consequences.

All questions and doubts involving this Supplier Code of Conduct are to be discussed in confidence. The supplier is encouraged to notify its contact persons or the Dr. Wisplinghoff Compliance Officer in case of possible violations. A registration form is also available for this purpose: http://bit.ly/_Codeofconduct_Labordrwisplinghoff

Confirmation of the Supplier Code of Conduct (As of 1. January 2024)

Name in capital letters

Function/role

Date (DD/MM/YYYY)

Signature/stamp

Please send the completed form to: einkauf@wisplinghoff.de