

Code of Conduct for Suppliers

1. Preamble

Chemische Fabrik Dr. Weigert GmbH & Co. KG (DRW) is committed to responsible and sustainable business development and compliance with ethical standards.

We expect our employees to observe the principles of ecological, social and ethical behaviour and to integrate them into our corporate culture.

Furthermore, we strive to continuously optimise our business activities and our products and services in terms of sustainability and ask our suppliers to contribute to this in terms of a holistic approach.

As sustainability can only be ensured through joint action by all parties involved, we expect our suppliers and also their suppliers and subcontractors to fully implement applicable law and to comply with internationally recognised environmental, social and corporate governance standards.

2. Requirements for our suppliers

In order to make our expectations in this regard clear, we have developed this Code of Conduct for Suppliers. It is based on the DRW Code of Conduct, the German Sustainability Code and the Responsible Care Programme.

2.1 Environmental protection and occupational health and safety

DRW expects its suppliers to act responsibly and sustainably and to provide a safe and healthy working environment, complying with all applicable environmental, health and safety standards. In all their activities, processes, services and products, our suppliers shall ensure the health and safety of employees, suppliers, customers, vendors, residents and the general public. In addition, our suppliers shall place great emphasis on the environmentally friendly development, production, transport, use and disposal of their products.

2.2 Ethical and labour standards

DRW expects its suppliers to conduct business ethically and to respect human rights in their supply and value chains. They treat their employees with respect and honesty, comply with applicable laws and regulations and conduct their business ethically. Our suppliers respect internationally proclaimed human rights (in accordance with the UN Guiding Principles on Business and Human Rights), prohibit all forms of forced labour (including modern slavery and human trafficking) and do not tolerate child labour. They comply with social and minimum standards such as minimum wages, fair working hours and the right to freedom of association and collective bargaining.

2.3 Governance

DRW expects its suppliers to comply with all applicable national and international antitrust and trade control rules, to discourage corruption and bribery, and to ensure that personal relationships do not impact business activities. We expect our suppliers to treat confidential information appropriately and to ensure that intellectual property rights are respected.

3 Implementation of requirements

DRW may require suppliers to demonstrate compliance with the above standards through one of the following methods and may require corrective action in the event of a complaint:

3.1 Third party assessment

We may request information from third parties, e.g. data suppliers, regarding the supplier's compliance and handling of these standards and regulations.

3.2 Audits

We or a third party appointed by us may verify compliance with the standards and regulations set out in this document by means of a self-assessment questionnaire and risk-based audits at the suppliers' production sites.

Hamburg, May 2023