

WIHA BUSINESS PARTNER CODE

Introduction

As a globally acting company, maintaining the three attitudes of responsibility, respect and integrity is particularly important to us. As a result, fundamental behavioural guidelines are set out in our internal compliance policy and in this Code of Conduct for Business Partners (hereinafter referred to as the "Wiha Business Partner Code").

As an experienced innovation and manufacturing company, we source raw materials, goods and services from suppliers, service providers and other business partners (hereinafter referred to as "business partners") worldwide in order to guarantee the sustainable success of our customers with innovative product solutions.

Wiha is aware of its social and corporate responsibility and complies with legal regulations and the attitudes described below. These attitudes should be a binding standard for our employees as well as for our business partners in their daily actions.

The basis for this is responsible corporate management geared towards sustainable value creation. For this reason, we involve our business partners directly in our sustainability strategy. In addition to economic, procedural and technical criteria, we also pay attention to social and ecological aspects such as environmental protection, human rights, working conditions and the prevention of corruption and other unethical behaviours in our purchasing activities.

Cost, quality, reliability, innovation and sustainability are the key factors for us when selecting and evaluating suppliers in the interplay between product, performance, market, region and process design.

For these reasons, we require our business partners to comply with all relevant national and international laws and regulations, as well as the requirements of this Wiha Business Partner Code.

Scope of application

The Wiha Business Partner Code applies to all customers, suppliers, public officials and other stakeholders who maintain business relationships with Wiha.

1 Business Partner Code & complaints processes

In order to ensure compliance with the Business Partner Code, a complaints process has been set up to record any grievances. This allows business partners to report alleged violations of laws or regulations and Wiha can initiate an immediate clarification of the matter.

Violations of this Wiha Business Partner Code of Conduct must be reported to the following e-mail address: compliance@wiha.com

We assure you that all information provided to us will be carefully checked and treated confidentially.

2 Anti-corruption

Strict compliance with the legal system is required of all our employees and business partners. The applicable laws and other relevant regulations of the respective country must be respected in all business decisions. As a Wiha business partner, you must not attempt to influence Wiha employees, customers, suppliers, public officials and other stakeholders through corrupt behaviour. It is also not permitted to allow yourself to be unfairly influenced by the aforementioned.

2.1 Prohibition of corruption and bribery

Wiha demands the assurance of integrity in behaviour and the prevention of corruption within the entire supply chain.

Corruption includes for example: Bribery of public officials, employees or agents of companies (e.g. customers), as well as demanding, promising or accepting a bribe (e.g. suppliers), fraud, extortion, collusion, money laundering and offering or accepting gifts, loans, fees, rewards or other benefits as an incentive for dishonest or illegal behaviour (e.g. information advantage, preferential treatment when awarding contracts).

Behaving and acting with integrity is a prerequisite at Wiha. In business dealings with public officials and authorities in Germany and abroad, unlawful benefits are not tolerated in any form.

2.2 Money laundering

Wiha does not tolerate any form of money laundering and complies with the law. We therefore also require our business partners to comply with legal obligations to prevent money laundering, not to participate in money laundering activities and to support the international fight against money laundering.

2.3 Invitations and gifts

Wiha avoids any appearance of dishonesty or impropriety in dealing with benefits in the form of invitations and gifts.

Wiha requires that our business partners do not attempt in any way to misuse gifts to our employees or related parties to influence them, but only grant invitations and gifts if their occasion and scope are appropriate and within the framework of applicable laws and if they can be regarded as an expression of generally recognised local business practice.

3 Antitrust and competition

Respect as a central attitude at Wiha also includes treating our business partners with respect. We are committed to 'fair play' and comply with all applicable laws that protect and promote competition, in particular the applicable antitrust laws regulating competition. We do not tolerate anti-competitive behaviour from our employees, suppliers and customers.

Against this background, we require our business partners to also comply with the applicable statutory provisions of antitrust and competition law. In particular, we expect our business partners not to participate in agreements with competitors that violate antitrust law, and not to abuse any existing dominant market position.

3.1 Behaviour towards competitors (antitrust law)

When dealing with competitors, these regulations prohibit in particular agreements and other activities that influence prices or conditions, allocate sales territories or customers or hinder free and open competition in an unauthorised manner. Furthermore, these regulations prohibit agreements between customers and suppliers that restrict customers in their freedom to determine their own prices and other conditions for resale (price and condition fixing).

3.2 Prohibition of forced labour and disciplinary measures

Wiha strictly rejects slavery, forced labour and psychological (including verbal abuse) or physical coercion. We also expect a corresponding attitude from our business partners.

3.3 Prohibition of child labour

We are convinced that children should be able to develop mentally, socially, psychologically and morally with the support of the school and thus have the chance of a good education and later employment opportunities.

Against this background, we demand that our business partners refrain from and prohibit any kind of child labour in their company.

4 Equal treatment and anti-discrimination

4.1 Human rights

Wiha respects and supports compliance with internationally recognised human rights. Against this background, we expect our business partners to refrain from any kind of violation of human rights and to prohibit such violations.

4.2 Prohibition of discrimination

We believe that no one should be discriminated against because of their gender, skin colour, age, nationality, religion, social background, disability or sexual orientation.

We require our business partners to treat their employees fairly and to prevent discrimination in recruitment, promotion and the provision of training and further education.

4.3 Health protection and occupational safety

Preventive and consistent occupational health and safety as well as a healthy and safe working environment support the safety and health of our business partners' employees.

With this in mind, we require our business partners to comply with the applicable health and safety legislation.

5 Environmental protection

Wiha is aware of its environmental responsibility and complies with the legal regulations on environmental protection. In addition, Wiha is committed to actively contributing to environmental protection in a variety of ways, including through strict internal regulations. The business partner agrees to observe and comply with the applicable regulations and directives of the European Union. They promote the protection of human health and the environment from the risks that can arise from chemicals and substances.

Wiha is increasingly required to check and verify with its suppliers that their purchased parts comply with the various regulations and directives currently in force. Non-compliant purchased parts must be reported and labelled without exception. The following current regulations and directives must be observed, as well as the establishment and application of an appropriate environmental management system (e.g. in accordance with ISO 14001).

- REGULATION (EC) No 1907/2006 (REACH)
- RoHS / RoHs II directives
- BattG (Battery Act - BattG)
- Drinking water ordinance (ZVSHK: "Manufacturer's declaration on materials in accordance" with §17.2 sentence 1 TrinkwV)
- Packaging Ordinance (Germany)
- Dodd–Frank Act / Conflict Minerals

