

Preface by the Management

**Dear business partners,
dear colleagues**

The code of conduct describes the standards by which we will measure our actions, how we want to treat each other, colleagues and business partners alike.

All of us want to comply with applicable laws and regulations so that we are able to make our daily decisions on the basis of this code of conduct.

First of all, this guideline is intended to provide us with meaningful support in our daily tasks. It provides guidance, advice and assistance for behaving at the workplace with integrity, as a business partner, and as a member of society.

These principles are our visible commitment to responsible behaviour and also play an important role in public perception. They apply throughout the Group and are binding for everyone, regardless of hierarchical level.

The current Code of Conduct for Suppliers actively calls for sustainable business practices. It is also the basis for economic, ecological and social responsibility. Based on globally accepted guidelines and principles, this document summarises the basic principles and standards for our suppliers of production-related and non-production-related goods and services.

We encourage you to engage actively with these contents, discuss them and continue to improve their implementation in your routine. Please consider this framework as guidance for legally compliant behaviour.

Let's work together to firmly embed these principles in our everyday lives.

“Great developments in a company never come from one person alone – they are a team’s product.”

All of us share the responsibility of protecting WALDNER Laboreinrichtungen SE & Co. KG's reputation as a reliable business partner, a fair competitor, and an appealing employer.

The Management of WALDNER Laboreinrichtungen SE & Co. KG

Code of Conduct for suppliers

In its business operations WALDNER is contractually connected to a large number of suppliers and service providers.

Corporate principle

We carefully select our suppliers and service providers based on transparent and objective criteria. When procuring products and services, we involve the procurement department in charge in accordance with the relevant procurement principles.

Prohibition of forced labour, modern slavery and exploitation

Any form of forced labour, modern slavery or comparable exploitation is prohibited. Employment must be entirely voluntary and free from the threat of punishment. Employees must at all times have the option to terminate their employment in accordance with mandatory notice periods.

Respectful treatment must be ensured. Any form of abuse, in particular psychological or physical violence, sexual harassment or humiliation is prohibited.

Security personnel may only be deployed if it is ensured that they respect human rights. In particular, no inhuman or degrading measures may be used and freedom of association must not be restricted.

Prohibition of child labour and protection of young workers

Child labour is prohibited at any stage of production. Suppliers are required to adhere to the recommendations of the ILO standards concerning the minimum age for child employment. This means, that the age must not be lower than the age at which general school attendance ends according to the local laws of the employment location. If children are found working, the supplier must document the actions to be taken to address the issue and ensure that the children are given the opportunity to attend school.

Workers under the age of 18 must not be employed in work that is harmful to their health, safety, or morals. Special protective regulations must be met.

Fair Compensation and working hours

The wages for regular working hours and overtime must comply with the national legal minimum wage or the industry-standard minimum, whichever is higher. Overtime pay must always exceed regular wage rates. If wages are insufficient to cover the ordinary cost of living and create a minimum level of savings, the supplier is obligated to increase compensation accordingly. Employees must be provided with all legally required benefits. Deductions from wages as a disciplinary measure are not permitted. The supplier must ensure that employees receive clear, detailed, and regular written information about the composition of their wages. Working hours must comply with applicable laws or industry standards. Overtime is only permitted on a voluntary basis and should not exceed 12 hours per week.

Freedom of Association

Employees' rights to establish organizations of their choice, join them, engage in collective bargaining, and strike must be respected. In cases where freedom of association and the right to collective bargaining are legally restricted, alternative means to form independent and free associations for the purpose of collective bargaining must be provided for employees. Employers must not discriminate against employees based on their establishment, membership, or participation in such organizations. Employee representatives must be granted free access to their colleagues' workplaces to ensure they can exercise their rights in a lawful and peaceful manner.

Non-discrimination, harassment, and women's rights

The unequal treatment of employees without just cause is prohibited. This includes e.g. harassment or discrimination based on gender, national, ethnic or social origin, skin colour, disability, health status, political beliefs, ideology, religion, age, pregnancy, or sexual orientation. Personal dignity, privacy, and rights of each individual must be respected.

Ethical recruitment

The supplier ensures transparency in the application and hiring process and adheres to the principle of equal treatment. Requirements concerning personal characteristics (e.g. age and gender) are only applied if they are necessary and objectively justified for the position. Applicants must not be asked questions that are not relevant to the position or job performance, such as potential or intended pregnancy, religious beliefs, sexual orientation, or ethnic background. As a principle, selection, hiring, and promotion of employees must be based on their qualifications and abilities.

Protection against retaliation / Complaints procedure

The supplier must establish communication channels for employees to submit complaints or report potential unlawful behaviour without fear of retaliation, intimidation, or harassment. All reports must be treated confidentially. The supplier must inform employees about the possibility of reporting misconduct at the workplace.

Health protection; Occupational safety

The supplier is in charge of a safe and healthy working environment. All necessary preventive measures must be taken to avoid accidents and health risks related to the occupational activities. Excessive physical or mental fatigue must be prevented through appropriate measures. Furthermore, employees must be regularly informed and trained on applicable health protection and safety standards and procedures. Employees must have access to an adequate supply of drinking water and clean sanitary facilities.

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Fair competition and antitrust law

The standards for fair business practices, fair advertising, and fair competition must be adhered to. Additionally, applicable antitrust laws must be followed. In particular, legal prohibitions on price-fixing agreements with competitors and price-setting for resellers must be observed.

Financial responsibility

We expect our suppliers to maintain accurate accounting and records. Financial statements must be prepared in accordance with legal requirements and in compliance with generally accepted accounting principles.

Disclosure of information

Accordingly, our suppliers must disclose information in line with applicable regulations and customary practices of the industry. This includes, but is not limited to, information on occupational safety measures, environmental practices, and financial status.

Integrity/Bribery and avoidance of conflicts of interest

Integrity in all business activities is essential. The supplier must adopt a zero-tolerance policy regarding bribery, corruption, extortion, and embezzlement. Appropriate procedures must be in place to monitor and enforce compliance of standards to ensure adherence to anti-corruption laws. Decisions must be based solely on objective criteria and must not be influenced by personal interests or relationships. The respective applicable laws against money laundering must be strictly observed.

Intellectual property and counterfeiting

Intellectual property rights must be respected; technology and know-how transfer must be carried out in a manner that protects intellectual property rights and customer information. Counterfeit products must neither be circulated nor acquired.

Data protection and security

The supplier is obliged to meet the reasonable expectations of its client, suppliers, customers, consumers, and employees regarding the protection of private information. The supplier must comply with data protection and information security regulations when collecting, storing, processing, transmitting, and disclosing personal information.

Export controls and economic sanctions

The supplier must comply with all applicable import and export control laws, sanctions, and embargoes, including restrictions on the export or re-export of goods, software, services, and technology to certain destination countries, as well as prohibitions on transactions involving certain countries, regions, organizations, and individuals that are subject to restrictions.

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Environment

All applicable national laws, regulations and standards relating to environmental protection must be complied with. Where business activities pose a risk of pollution to water, soil or air, appropriate measures must be taken to prevent and minimise such impacts.

Emissions

The supplier systematically identifies, monitors and assesses emissions that are harmful to the environment and human health. These include, in particular, volatile organic compounds, aerosols, particulates, caustic substances, ozone-depleting substances and combustion by-products. Appropriate measures for reduction and treatment must be implemented to minimise risks. Mandatory limit values must be complied with.

Use of water and waste water

Water is a vital resource and must be used responsibly. Its use must be optimised for efficiency in all processes; where appropriate, circulation systems should be employed to enable reuse.

Waste water from operational, production and sanitary areas must be treated appropriately before discharge. Concentrations of pollutants must be kept to a minimum so as to avoid any adverse effects on people and the environment.

Waste

Waste must be handled, stored, transported, and disposed of in such a way that it does not pose a risk to people or the environment. Such activities must be carried out by qualified personnel. Risks such as fires, explosions or other hazardous incidents must be avoided.

The supplier shall take measures to prevent and reduce waste.

Hazardous waste must be labelled clearly, stored separately and disposed of properly. It must be handled using suitable protective equipment.

Waste recovery takes precedence over disposal. In this context, material recovery (recycling) is generally preferred over energy recovery. The aim is to return waste to the cycle as raw material or as recyclable material wherever possible.

Chemicals and hazardous substances

Hazardous substances are substances or mixtures that may have harmful effects on people and the environment. In addition to chemicals, these include, for example, dusts, gases or certain materials. Handling, storage, transport and disposal must be carried out in such a way that no hazards arise. The supplier must maintain up-to-date records of the type and quantity of hazardous substances used.

Hazardous substances must be stored safely, separately, and in suitable closed systems. Storage areas must be designed so that no reactions occur with the substances and they do not leak into the ground.

Suitable containment systems must be provided for liquid substances. Tanks and systems must be checked regularly for leaks. When working with hazardous substances, suitable personal protective equipment must be provided and used.

Hazardous substances must be disposed of properly and separately from one another. Incompatible substances must not be handled or disposed of together.

All containers holding chemicals or hazardous substances must be labelled clearly and visibly with safety-related information.

Natural resources

Natural resources include all raw materials, energy sources, and natural habitats that exist without human intervention.

The supplier uses natural resources responsibly and efficiently. The aim is to continuously reduce their use and consumption. This can be achieved in particular through optimised production and maintenance processes, adapted operational procedures, the use of alternative materials, and measures such as conservation, reuse and recycling.

Responsible sourcing of raw materials

The supplier shall implement appropriate measures to ensure and continuously improve the transparency and traceability of the raw materials used through the supply chain. The aim is to ensure that the origin of the materials can be traced and to guarantee responsible sources of supply.

Particular care must be taken with raw materials such as tantalum, tin, tungsten and gold, especially if they originate from conflict or high-risk areas. These include regions with armed conflicts, unstable political conditions or systematic human rights violations.

The sourcing of raw materials must neither contribute to human rights violations nor lead, directly or indirectly, to the financing of armed groups.

To ensure these requirements are met, the supplier shall apply appropriate due diligence processes based on the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. These measures must be disclosed transparently to WALDNER upon request.

Should the range of critical raw materials expand in the future, the supplier agrees to implement corresponding due diligence measures for these additional materials as well.

Implementation within the supply chain

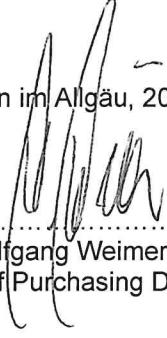
By signing this document, the supplier agrees to comply with the principles and requirements set out herein. The supplier ensures that the contents of this code are communicated appropriately to relevant employees, agents and subcontractors.


Furthermore, the supplier shall take all necessary measures to effectively implement compliance with the requirements within its area of responsibility and throughout the supply chain.

Conclusion

Adherence to these principles forms the basis for a trusting and sustainable partnership. We highly appreciate our suppliers' commitment to meeting these requirements and developing them further together. Together, we make an important contribution to responsible and sustainable practices throughout the entire supply chain.

Wangen im Allgäu, 20.04.2026


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