



Sustainable Procurement Guidelines

Preamble: For WALDNER Laboreinrichtungen, sustainable procurement is an integral part of our corporate strategy aimed at assuming ecological, social and economic responsibility. It refers to the process of procuring goods and services in a way that protects the environment, promotes social justice and ensures economic efficiency.

By integrating sustainable procurement practices, we achieve our sustainability objectives, strengthen our brand image and gain our customer's trust.

This guideline serves as a practical guide for all employees and suppliers to ensure that our procurement processes are sustainable and ethical.

Our company's objectives within the scope of sustainable procurement comprise the following:

- **Social Responsibility**
- **Ecological Responsibility**
- **Economic Responsibility**

Social Responsibility

WALDNER Laboreinrichtungen expects its suppliers to fulfil their corporate social responsibility.

1. Prohibition of child and forced labour/young workers:

Suppliers are obliged to ensure that neither child labour nor forced labour is used within their organization or throughout their supply chain.

The requirements of the international Labour Organisation (ILO) and all relevant national and international legal provisions must be complied with. The protection of young workers must be ensured, particularly with regard to working hours, tasks, and working conditions.

Violations of these principles will not be tolerated and may lead to the termination of the business relationship.

2. Non-discrimination, harassment and women's rights:

Suppliers are obliged to create a working environment defined by respect, fair treatment, and equal opportunities.

Any form of discrimination, harassment or disadvantage on the grounds of gender, age, ethnic origin, religion, sexual orientation, disability or other personal characteristics is prohibited.

Suppliers must implement appropriate measures and policies to prevent discrimination, and actively promote equality, in particular the women's rights.

Compliance with these requirements must be documented upon request.

3. Safe working conditions

Suppliers are obliged to ensure safe and healthy working conditions for their employees. This includes, in particular, compliance with all applicable health and safety regulations, the implementation of appropriate risk assessments, and the implementation of necessary protective measures to prevent accidents at work and health risks.

Waldner reserves the right to verify compliance with these requirements within the scope of audits.

4. Payment of fair wages

Waldner Laboreinrichtungen expects its suppliers to adhere to fair and appropriate remuneration standards.

Suppliers are obliged to ensure that their employees are paid at least in accordance with the applicable mandatory minimum wage requirements and industry standards. Furthermore, it is expected that the wages paid are sufficient to cover basic living costs and take appropriate account of the local cost of living.

Compliance with these requirements must be documented upon request by providing suitable evidence.

5. Working time regulations

Waldner Laboreinrichtungen expects its suppliers to comply with all applicable mandatory and collective agreement provisions regarding working hours.

Suppliers are obliged to ensure that working hours, rest periods and overtime are in accordance with the relevant mandatory requirements. Overtime must be recorded transparently and either remunerated appropriately or compensated with time off in lieu.

Compliance with these requirements must be documented upon request by providing appropriate evidence.

Ecological Responsibility

By implementing these environmental requirements, we are actively contributing to the fight against climate change and promoting sustainable development along our entire value chain.

1. Energy efficiency and reduction of greenhouse gases

Suppliers are required to implement measures to continuously improve energy efficiency and to systematically reduce energy consumption as well as the greenhouse gas emissions resulting thereof.

This includes, in particular, the use of energy-efficient technologies and production processes, as well as the collection and monitoring of relevant energy and emissions data.

Evidence of the measures taken and their effectiveness must be provided upon request.

2. Renewable energies

Suppliers are obliged to continuously increase their use of renewable energy sources within the limits of their operational capabilities. The aim is to reduce the proportion of fossil fuels and to contribute to the decarbonisation of the supply chain.

Progress and objectives must be presented transparently upon request.

3. Choice of materials

Suppliers are obliged to use environmentally friendly materials and resource-efficient production processes.

They must ensure, in particular, that environmentally harmful substances are reduced, recycled materials are promoted, and the use of resources is minimised.

The choice of materials and their environmental compatibility must be documented upon request.

4. Conflict minerals

Suppliers are obliged to ensure that no conflict minerals (particularly tin, tantalum, tungsten and gold) from conflict or high-risk areas are used in their products.

Appropriate due diligence measures must be implemented throughout the supply chain to ensure that the origin and supply routes of these raw materials can be traced transparently.

Relevant documentation must be provided upon request.

5. Chemicals / Hazardous substances

Suppliers are obliged to ensure that chemicals and hazardous substances are handled in a responsible and legally compliant manner.

This includes, in particular, the safe handling, storage, labelling and disposal of such substances, as well as the minimisation of substances that pose a risk to the environment and human health.

Compliance with relevant legal requirements must be ensured and documented upon request.

6. Waste

Suppliers are obliged to minimise the generation of waste and to ensure that it is properly recycled or disposed of. In particular, measures to prevent waste, promote reuse and facilitate recycling must be implemented.

Relevant plans and key performance indicators must be disclosed upon request.



7. Water

Suppliers are obliged to implement measures to ensure the efficient use of water and to continuously reduce water consumption.

Suitable technologies and methods for saving water must be used in water-intensive processes in particular.

A report on water consumption must be provided upon request.

8. Waste water

Suppliers are obliged to ensure that any waste water generated is treated, monitored and disposed of in accordance with legal requirements. Environmental impact caused by waste water must be minimised through appropriate measures.

Evidence of compliance must be provided upon request.

9. Packaging and packaging waste

Supply of non-compliant packaging is not permitted. Suppliers are obliged to provide the following documentation for all packaging supplied, ensuring it is complete, up to date and made available immediately upon request: a legally binding written confirmation of the PPWR Declaration of Conformity (regulation (EU) 2025/40) at company level, and at packaging level where required.

Compliance must be documented by means of reliable and verifiable evidence.

10. Procurement of wood, wooden products, and wood-based products

Suppliers are obliged to ensure that the wood and wooden products they use come from legal and sustainably managed sources.

Recognised certificates (e.g. FSC, PEFC or comparable standards) must be provided, where available. Furthermore, suppliers are expected to take sustainable product concepts into account.

Relevant certificates and evidence must be provided upon request.

Economic Responsibility

Waldner Laboreinrichtungen is committed to acting in an economically responsible manner in order to ensure long-term added value and stability.

1. Long-term partnerships

Waldner Laboreinrichtungen aims to establish long-term and stable business relationships with its suppliers.

Suppliers are encouraged to contribute to a trusting and collaborative partnership based on transparency, reliability and continuous improvement. The aim is to ensure the sustainable development of the supply chain, taking into account economic, environmental, and social aspects.

2. Efficiency in the supply chain

Suppliers are obliged to comply fully and on time with the contractually agreed services, terms, and requirements.

Contract negotiations must be conducted in a professional, transparent and fair manner. In doing so, the interests of both parties must be given due consideration. Suppliers must ensure that all contractual agreements comply with applicable legal and regulatory requirements, including relevant environmental, social and governance (ESG) standards.

Proof of compliance with contractual obligations must be provided upon request.

3. Risk assessment and management

Waldner carries out risk-based assessments and audits of its suppliers in order to identify potential risks and breaches of sustainability requirements at an early stage.

Suppliers are obliged to cooperate actively with such audits, provide the necessary information, and minimise identified risks through appropriate measures.

Implementation of corrective measures must be ensured within a reasonable timeframe and documented upon request.

4. Transparency and reporting

Suppliers are obliged to provide relevant information regarding compliance with this policy as well as about sustainability-related issues on a regular and transparent basis.

Reporting must be based on established standards and serves to ensure traceability and continuous improvement throughout the supply chain.

Any significant changes or deviations must be reported immediately.

Consequences of non-compliance and further action

In the event of breaches of the requirements set out in this policy, Waldner Laboreinrichtungen reserves the right to take appropriate measures. These include, in particular:

- Rejection or refusal of deliveries
- Suspension of the business relationship until the matter has been clarified
- Assertion of claims for damages
- Termination of the business relationship in the event of repeated or serious breaches

The measures selected will take into account the severity of the break and the supplier's willingness to cooperate in implementing appropriate corrective measures.

This sustainable procurement policy is reviewed regularly and amended as necessary to meet current legal requirements and new environmental, social and economic development.

Suppliers are required to actively support compliance with and the further development of these requirements, and to implement appropriate improvement measures within their area of responsibility.

Wangen im Allgäu, 20.04.2026



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