

Declaration on the Supplier Code of Conduct of Adolf Würth GmbH & Co. KG

Complying with applicable laws and regulations is a matter of course for Adolf Würth GmbH & Co. KG (hereinafter referred to as "Würth"). The way we interact with each other and our business partners is driven by values and our desire to operate in harmony with humanity and the environment. Our accession to the UN Global Compact at the end of 2019 emphasizes this.

- 1) Würth respects all general personal and **human rights**. This means all employees benefit from reasonable working conditions in terms of occupational safety, working hours and salaries. Employees in need of protection are given the required protection when it comes to working hours and type of employment. Employees have the right to freedom of association and assembly to represent their interests. Würth does not tolerate any form of discrimination, forced labor, child labor, modern slavery and human trafficking.
- 2) Würth is committed to protecting the **environment**. Complying with applicable national laws, regulations, and standards limiting and preventing our environmental impact is at the heart of this commitment, resulting in our focus on emissions, water consumption, the use of resources and hazardous materials, and waste. Würth is dedicated to using and consuming as few natural resources as possible and to recycling the resources used. Potential improvements are analyzed regularly, also within the framework of the certified environmental management system (ISO 14001). The sustainability reports provide a well-founded overview of all current projects as well as current and future targets.
- 3) **Ethics** and ethical action are part of Würth's corporate responsibility. Corruption or bribery are not tolerated in any form. Würth stands up for fair competition and opposes money laundering, terrorism and organized crime. Compliance with all export control and customs laws is central to our activities. Würth is committed to protecting the personal data of its business partners in accordance with the EU GDPR. The effectiveness of Würth's protective measures is audited and certified by external institutions, e.g. with the ISO 27001 certificate.

In its Supplier Code of Conduct, Würth establishes these expectations for its employees, its supply chain, communities, potentially affected groups, and other relevant stakeholders. It is published as Supplier Code of Conduct, as mainly suppliers access it on the Würth website. Würth checks and monitors compliance with the Supplier Code of Conduct in reasonable individual checks regarding type, method and extent. In addition, all employees, customers, suppliers and other business partners are called upon to report any potential non-compliance through the anonymous reporting system (www.bkms-system.net/wuerth).

For more information, please contact the Sustainability Management Team (email: nachhaltigkeit@wuerth.com).

Adolf Würth GmbH & Co. KG

Thomas Wahl
Management Logistics & Quality

Carina Lebsack
Head of Sustainability Management