



Code of Conduct

Wendel GmbH Email- und Glasurenfabrik is proud of its tradition of conducting business in accordance with ethical standards and in compliance with the laws of countries in which we produce, buy and sell our products. We are committed to statutory compliance and ethical business practices in all areas of operation and will only conduct business with business partners who share that commitment.

The company respects and supports compliance with internationally recognized human rights. In particular it observes human rights in accordance with the UN Charter on Human Rights (The Universal Declaration of Human Rights, Resolution 217 A (III) of the General Assembly from 10.12.1945).

No Code of Conduct can be all-inclusive. However, we expect our business partners to act reasonably in all respects and to ensure that no abusive, exploitative or illegal conditions exist at their workplaces.

Wendel GmbH Email- und Glasurenfabrik expects its business partners to extend the principles of fair and honest trade to include all others with whom they do business, including employees, subcontractors and suppliers.

Wendel GmbH Email- und Glasurenfabrik will only work with business partners who have credibly assured us that their business practices are lawful, ethical and in accordance with the principles set out in this code of conduct. Equally this code of conduct applies to all employees of Wendel GmbH Email- und Glasurenfabrik.

Wendel GmbH Email- und Glasurenfabrik will terminate its business relationship with any business partner who violates this Code of Conduct:

- **No forced labour:** The use of forced or compulsory labour of any kind is forbidden.
- **No child labour:** Child labour is not used. No persons are employed who are still of school age or under 16 years old.
- **Health and safety:** Working conditions must be safe and not pose a danger to health, and have first-aid facilities, adequate fire exits, clean water, clean toilets, safety equipment and personal protective equipment.
- **Working hours:** Normal working hours should follow local limits or a maximum of 60 hours per week. Employees should have at least one day off per week.



- **Wages and social welfare benefits:** Wages are set at or above local minimum wage requirements (including overtime), and cannot be deducted as disciplinary action, unless prescribed by local law.
- **Non-discrimination:** no employee, applicant or other third party may be discriminated against on grounds of ethnic origin, national origin, religion or beliefs, political affiliation, disability, gender, age, marital status, or sexual identity or orientation. This applies in particular to recruitment, employment, remuneration, promotion, access to training, termination or retirement.
- **Freedom of association:** Business partners must recognize and respect the right of employees to freely associate in accordance with the laws of the countries where they are employed.
- **Harassment or abuse:** Every employee is to be treated with respect and dignity. Employees must not be subjected to any physical, sexual, psychological or verbal harassment or abuse.
- **Combating cartels and corruption:** Business partners are expected to adhere to fair competitive practices and to current anti-trust regulations. Wendel GmbH Email- und Glasurenfabrik does not accept any unlawful agreements and/or improper distortion of competition. Unfair price-fixing or bid-rigging, market sharing or the misuse of a dominant market position are prohibited.
- **Occupational health and safety:** Business partners must comply with current national legislation regarding health protection and occupational safety. Furthermore, suppliers are also expected to establish and implement an appropriate occupational safety system. This includes, on the one hand, the mitigation of actual and potential health and safety risks and, on the other hand, the training of employees in order to prevent accidents and occupational disease in the best way possible.
- **Environmental protection:** Business partners must comply with the current national environmental laws, rules and standards which specifically apply to the country of manufacture or where a service is provided. Suppliers are also expected to establish and implement an appropriate environmental management system in order to minimize environmental pollution and risks, and to improve environmental protection in day-to-day business operations. All business partners, suppliers and employees of Wendel GmbH Email- und Glasurenfabrik are expected to use raw materials and resources responsibly.

Wendel GmbH Email- und Glasurenfabrik
Klaus-Achim Wendel, Managing Director