

## **Policy statement according to the Supply Chain Act**

On 11.06.2021, the German Parliament passed the Supply Chain Due Diligence Act (Lieferkettenorgfaltspflichtengesetz, LkSG). The Act defines what obligations companies have in protecting human rights and how companies can comply with these in their supply chains.

In line with the requirements of the Supply Chain Act, we have decided on a voluntary basis to formulate a policy statement about our human rights and environmental activities.

We view this approach as fully in line with the fact that WERMA has always been committed to socially and ecologically responsible corporate governance.

We expect the same behaviour from all our suppliers and communicate these expectations within the framework of contracts and audits.

At WERMA we see compliance with these aspects as part of our corporate culture. Our employees, who shape this culture, are required to observe the principles of ecological, social and ethical behaviour at all times.

In addition, we continuously strive to optimise our corporate actions, also within the context of various sustainability aspects. In the sense of an overall corporate strategy, we continue to ask our suppliers and service providers to also contribute in this regard.

As part of our risk management, we regularly assess human rights and environmental risks within our processes. In addition, preventative measures are of course defined and implemented.

Our whistleblowing procedure provides the possibility to draw attention to human rights and environmental risks within the company or along our supply chain. Our external ombudsman receives and initially processes these reports. In this way, we guarantee maximum protection for internal and external whistleblowers.

If we identify violations of a human rights or environmental obligation, corrective action is taken as quickly as possible. In consultation with management, we then take appropriate steps to eliminate the violation or reduce its impact.

Regarding our corporate social responsibility (CSR), we are guided by international and national standards. As part of the EcoVadis model, we report annually on our measures to fulfil these sustainability principles.

## Update

<b>Version</b>	<b>Date</b>	<b>Amendment(s)</b>
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