

iwis

wir bewegen die welt



September
2023

iwis Sustainability (ESG) Guideline



Foreword

For iwis SE & Co. KG and all of its affiliated companies within the meaning of Section 15 of the German Stock Corporation Act („iwis“ or „iwis Group“), sustainability management is a central component of our corporate culture, as we are committed to the sustainable development of the economy and society. Our organization considers social, ecological and economic goals as an integrated whole in order to achieve sustainable organizational development.

We ensure that our actions, operational processes and decisions take account of economic, ecological and social aspects. We actively support the achievement of the 17 United Nations Sustainable Development Goals and integrate the ten principles of the UN Global Compact in our strategies, policies and procedures.

We are aware of our fundamental responsibility to people and the environment and have promoted a culture of integrity to ensure long-term success. We also expect our suppliers to recognize these principles and requirements and implement them in their activities so that we can overcome the challenges of the future together.

Area of application

This Sustainability Policy applies internally to the iwis Group, as well as to all natural persons and legal entities that sell or provide products, processes or services to the iwis Group, either directly or through third parties such as affiliated companies, distributors, subcontractors or agents.



Johannes Winklhofer
Chairman of the Board



1. General principles and requirements relating to basic conduct

1.1 Integrity and transparency, trust and cooperation

In the supply chain, integrity, transparency, trust and collaboration are critical. An ethical supply chain requires adherence to high ethical standards and transparent, trusting relationships between all parties. This includes compliance with legal requirements, the protection of workers' rights and the prevention of corruption. Transparency enables companies and consumers to trace the origin and processing of products. Trust and collaboration are important for achieving a more efficient and ethical supply chain. Accordingly, iwis expects its suppliers not only to comply with applicable laws, but also to adhere to the values and principles of conduct defined in the present document. iwis maintains long-term business relationships only with third parties whose business practices comply with the values and principles of conduct set forth in this policy, thereby protecting the company and its employees from criminal or other liability.

1.2 Compliance with applicable laws, proper accounting and financial reporting.

iwis complies with all relevant local, national and international laws and regulations and considers compliance as the basis for long-term economic success. There is zero tolerance for violations of laws and regulations, as these can cause significant damage and have serious consequences for the company, its employees, business partners and other stakeholders. iwis also expects its suppliers to comply with all applicable laws and regulatory requirements.

iwis expects its suppliers to comply at all times with the principles of proper accounting and, where applicable, financial reporting. Records must be maintained and stored in accordance with applicable regulations.

ENVIRONMENT



E

E. Environment

E.I. Environmental standards and the implementation of sustainability practices

Sustainability plays an important role at iwis worldwide and is implemented both internally and in the supply chain. It is expected that all suppliers and partners also implement sustainable practices and comply with environmental standards. Close cooperation and clear communication between all stakeholders are necessary to ensure sustainability along the entire supply chain. Active promotion of sustainable business strategies, early prevention and minimization of pollution and waste, and compliance with regulations relating to banned and declarable substances (e.g. RoHS and REACH) are expected. Special importance is also attached to the handling of so-called conflict minerals and, in general, critical minerals and materials for which transparent cooperation along the entire supply chain is essential. Integrating sustainability can help reduce environmental impacts, improve competitiveness and reputation, and positively impact long-term business performance.

E.II. Energy consumption / efficiency, resource and climate protection

iwis' priorities are to improve energy efficiency and minimize energy consumption, to use natural resources sparingly in order to preserve them, and to reduce negative impacts on the environment and climate.

iwis expects suppliers to monitor and document their energy consumption and to take measures to improve energy efficiency and reduce energy consumption. Economical use of natural resources such as water, air, energy and raw materials is also required. Negative environmental impacts must be minimized or avoided, as must any such impacts with regard to biodiversity, deforestation, climate change and water scarcity.

iwis follows the goal of reducing the environmental footprint of products (Product Carbon Footprint) and fighting climate change. To reduce the PCF in the supply chain, iwis expects suppliers to implement sustainable practices. Through close collaboration and clear communication, problems can be identified and resolved more quickly, ultimately leading to a more efficient and climate-friendly supply chain.

E.III. Treatment and discharge of industrial wastewater

iwis is committed to the responsible use of water and to using water as sparingly as possible. Our goal is to minimize emissions into bodies of water and waterways. iwis expects its suppliers to monitor wastewater from their operations, manufacturing processes, and sanitary facilities and to take measures to reduce wastewater generation.





E.IV. Circular economy, waste and emissions

iwis requires the practices of the circular economy to be implemented both internally and also in the supply chain. Suppliers should ensure that they handle, store, transport, dispose of, recycle, and reuse waste, waste gas, and wastewater safely and in compliance with regulations and appropriately manage, measure, and control any negative impacts on human health or the environment.

E.V. Chemicals management

Hazardous materials management is an important aspect of the company's occupational health and safety policy and includes all measures for the safe handling of hazardous materials. iwis expects its suppliers to ensure the safe handling of any chemicals or other materials that may pose a hazard if released into the environment. If required, they must provide all documentation together with all necessary safety-related information on all hazardous substances, including product information, safety data sheets, notification and approval confirmations, usage and exposure scenarios.

E.VI. Product safety and conformity

iwis takes account of the issues of environmental protection and sustainability in new products and production processes from the very beginning. iwis expects its suppliers to comply with legal regulations on product safety and labeling and to communicate the requirements for the safe handling of their products. We strive to ensure the conformity of all processes, products and services, taking into account the current state of knowledge and technology.

E.VII. Land, forest and water rights and forced evictions / rights of ethnic minorities and indigenous peoples

We will ensure that in all our activities related to land, forest and water rights and forced evictions, we adhere to our principles and advocate for the sustainable and responsible use of these resources.

We expect our suppliers to respect and support the rights of ethnic minorities and indigenous peoples by ensuring that their business activities do not negatively impact the land and water rights of such peoples. We also require our suppliers to ensure that their activities do not cause forced evictions or displacements of communities or indigenous peoples.

E.VIII. Biodiversity, land use, soil quality, deforestation and ecosystems

We are committed to protecting biodiversity and soil quality as well as to preserving ecosystems. We are also committed to sustainable land and soil use and to minimizing the loss of natural habitats. We work to reduce our own emissions and environmental footprint.

We also expect our suppliers to work to protect biodiversity and soil quality and conserve ecosystems, including the preservation of their biodiversity. iwis expects its suppliers to practice sustainable land use and requires compliance with international standards and applicable laws.

SOCIAL

S

S. Social

S.I. Human rights

Respect for human rights is an important component of corporate responsibility that applies to both iwis and its suppliers. iwis requires its suppliers to respect the dignity and personal rights of all stakeholders and to actively take measures to prevent or eliminate any human rights breaches. To this end, it is necessary to establish a duty of care along the entire supply chain and to ensure that third parties acting on behalf of the supplier also comply with these requirements.

S.II. Rejection of forced labor, child labor and slavery

iwis actively opposes all forms of forced labor, child labor and slavery and strictly rejects these practices in its business activities. As a responsible company, we also expect our suppliers and their supply chains to explicitly reject forced labor, child labor and slavery. We do not tolerate the use of forced labor or involvement in any form of human trafficking by our suppliers.

S.III. Regulation on the use of private or public security forces.

The use of private or public security forces is regulated as follows:

Necessity:

We use security forces only when necessary to protect our employees, customers and business partners or to safeguard our property or assets. We assess the threat and risks before deciding to use security forces.

Security force selection:

We select our security forces carefully by ensuring they have the necessary qualifications and skills to do their jobs effectively and ethically. We comply with all applicable laws and regulations and ensure that the security guards we select have no criminal record.

Training and supervision:

We ensure that our security guards are well trained, and familiar with all relevant issues, constraints and requirements. We make sure they understand and respect our values and policies. We monitor their work and take complaints about their behavior seriously.





Cooperation with official forces of law and order:

We work closely with the appropriate public safety agencies to ensure an effective and coordinated security strategy. We comply with all applicable laws and regulations and ensure that our security forces cooperate with and support the official forces of law and order.

Transparency:

We ensure that our employees, customers and business partners are informed about the use of private or public security forces. We comply with applicable privacy laws and ensure that we share only necessary information.

Evaluation:

We regularly evaluate the use of private or public security forces to ensure that we meet the needs of our employees, customers and business partners, while also ensuring that we comply with all applicable laws and regulations.

S.IV. Fair working conditions and employee development

We attach great importance to promoting fair working conditions and the further development of our employees and our supply chain. We ensure that all employees are paid fairly and benefit from good working conditions. We offer our own employees further training and career opportunities and expect our suppliers to create fair working conditions and to respect the rights of their employees.

S.V. Diversity, equality and inclusion

Diversity, equality and inclusion are essential values that are supported by iwis in all areas of the company. We strive to create a work environment that is free from discrimination, prejudice and inequality.

Respect and dignity:

We expect all employees to treat each other with respect and dignity. We do not tolerate any discrimination or harassment based on gender, race, ethnicity, religion, sexual orientation, age, or physical or mental disability.

Hiring and promotion:

When hiring and promoting employees, we take care to create a diverse workforce. We promote equal opportunity and actively seek applicants with diverse backgrounds and experiences.

Training and awareness:

We provide training and awareness programs to ensure that all employees are well informed and aware of the issues of diversity, equality and inclusion. We also encourage openness and dialog among employees to create awareness of different experiences and perspectives within the company.

Working conditions:

We ensure that all employees have equal and safe working conditions. We also offer flexible working arrangements to ensure that employees with different needs and commitments have an appropriate work-life balance.

Customers and business partners:

We also expect our customers and business partners to value and practice diversity, equality and inclusion.

Consistent gender-appropriate communication:

We are committed to using consistent gender-appropriate communications. The goal is to avoid discrimination based on gender, to give everyone an equal profile in our language usage and to create an inclusive work environment.



S.VI. Dialog with employees and employee representatives

We attach great importance to the ongoing dialog with our employees and their representatives in order to create an open and trusting working environment. We support co-determination and the formation of representative bodies/instances. We also expect our suppliers to ensure that they respect the rights of their employees and establish appropriate structures for dialog with their employees and employee representatives.

S.VII. Salary and working hours

We attach great importance to appropriate remuneration and fair working hours for our employees and the workers in our supply chain. We are committed to ensuring that all employees are paid fairly and that their working hours comply with applicable legal requirements and international standards.

In our supply chain, we expect our suppliers to provide fair and transparent working conditions for their employees and to compensate them appropriately. We also strive for stable, long-term business relationships with our suppliers in order to promote the sustainable development of their working conditions and remuneration.

S.VIII. Occupational health and safety

iwis places great importance on the occupational health and safety of its employees and additionally requires compliance with these standards in the supply chain. We ensure that our employees work in safe and healthy working conditions and have access to appropriate training and safety precautions. We also expect our suppliers to employ their employees in

safe and healthy working conditions and to comply with all applicable occupational health and safety regulations. In addition, we attach great importance to the health of our employees and also expect our suppliers to take appropriate health promotion and prevention measures.




G. Governance

G.I. Management of supply chain risks

iwis acts in a targeted and proactive manner to identify, assess and manage business risks in order to ensure the implementation of the corporate strategy and to take advantage of opportunities. As a supplier and part of the complex supply network, iwis expects close cooperation and support from all suppliers in identifying and assessing risk factors and in defining corrective actions to address identified risks. The methods used in this process, such as self-disclosure or on-site inspections, must be accepted and implemented, possibly also by commissioned third parties. iwis reserves the right to review the implementation of these measures.

G.II. Fair competition

iwis is committed to complying with all applicable competition laws and regulations and to refrain from engaging in unfair practices. We also expect our suppliers to comply with all competition laws and regulations and to adopt fair business practices. We do not tolerate any form of corruption, bribery or unfair business practices and expect our suppliers to do likewise.

G.III. Prohibition of corruption and bribery

iwis is committed to a fair and transparent business environment and condemns all forms of corruption and bribery. We comply with all relevant laws and regulations, including the UN Convention against Corruption, and expect our suppliers and business partners to do likewise.

G.IV. Intellectual property / plagiarism / counterfeit

The protection of intellectual property and the avoidance of plagiarism are important aspects observed by iwis. iwis' suppliers are obliged to protect and recognize the intellectual property of iwis and third parties. Suppliers of iwis shall ensure that the products they supply do not infringe the intellectual property of third parties.

The iwis sustainability requirements for suppliers include the following points:

- Transparent supply chains and sustainable business practices.
- Contracts with clear clauses prohibiting plagiarism and specifying legal consequences.
- Training and awareness-raising on the topic of combating plagiarism





G.V. Protection of company-relevant information

iwis has formulated internal policies and procedures to protect confidential information and data and ensure that it does not fall into the wrong hands. iwis requires its suppliers and partners to take appropriate security measures to limit access to confidential information and prevent unauthorized access.

G.VI. Personal data protection

iwis requires its suppliers to protect and respect personal rights. If the supplier has to process personal data from iwis within the scope of its cooperation with the company, it is obliged to conclude a contract data processing agreement and to process personal data only after such an agreement has been concluded.

G.VII. Handling of misconduct of any kind, whistleblower protection, whistleblower system

iwis has established a whistleblowing system to ensure that employees, customers, suppliers and other stakeholders and external actors can report concerns about inappropriate behavior in the company at any time without fear of reprisal. Concerns regarding such behavior can be submitted to iwis in the following ways.

- via the iwis whistleblower system on our homepage www.iwis.com under “Compliance”.
- by email to compliance@iwis.com

G.VIII. Compliance, violations, audit law

iwis attaches great importance to compliance by its suppliers with the principles and requirements described in the Sustainability Policy and also expects these requirements to be passed on to and complied with by their own subcontractors and suppliers. To ensure that these requirements are met, iwis can carry out audits on site itself or through a third party commissioned by iwis. Violations of the principles and requirements set out in this Sustainability Policy will be considered a material breach of the contractual relationship on the part of the supplier.

iwis reserves the right to request information about the facts if there is a suspicion that a supplier is violating the principles and requirements described. If a supplier demonstrably fails to meet the requirements of the Sustainability Policy or fails to implement improvement measures after having been given a reasonable period of notice by iwis, iwis may terminate individual or all contractual relationships with this supplier without notice on exceptional grounds.





References:

- Environmental and energy policy and occupational safety and health policy (SGA policy)
- Code of Conduct
- Code of Conduct for Suppliers and Business Partners
- General Terms and Conditions of Business

iwis

wir bewegen die welt

iwis SE & Co. KG

Albert-Roßhaupter-Str. 53
81369 München

Telefon: +49 89 76909-0
Telefax: +49 89 76909-1333
info@iwis.com

www.iwis.com