

Human Rights & Responsible Business Declaration

As of July 2026

1. Preamble

WEHA Plastic GmbH is committed to responsible, lawful and sustainable corporate governance. Respect for human rights, fair working conditions, environmental protection, and ethical and transparent business conduct are fundamental elements of our corporate responsibility.

This Policy Statement sets out the principal standards and expectations that guide both our own business activities and - taking into account our ability to exert influence, proportionality and the relevant risk profile - our cooperation with business partners and suppliers.

It applies to WEHA Plastic GmbH, its management and its employees. We likewise expect our direct business partners to observe the principles described below.

This declaration is made irrespective of whether and to what extent individual statutory due diligence obligations apply directly to WEHA Plastic GmbH.

2. Reference to International Principles

WEHA Plastic GmbH is guided in particular by the following internationally recognised principles:

- the United Nations Universal Declaration of Human Rights,
- the United Nations Guiding Principles on Business and Human Rights,
- the International Labour Organization's Fundamental Principles and Rights at Work,
- the relevant core labour standards of the International Labour Organization,
- the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct,
- the principles of lawful, fair and environmentally responsible business activity,
- the applicable national and European laws.

Where statutory requirements extend beyond the principles described in this declaration, the applicable legal provisions shall prevail.

3. Respect for Human Rights

We respect internationally recognised human rights and reject any business activity that causes, supports or knowingly facilitates human rights violations.

We seek to avoid adverse human rights impacts arising from our own business activities. Where specific risks or violations become known, we will review them in light of our actual ability to exert influence and take appropriate measures to prevent, end or mitigate them.

4. Prohibition of Child Labour

Child labour is not tolerated within our company.

We do not employ any person below the applicable statutory minimum age for employment. Young persons may only be employed in accordance with statutory requirements and in a manner that does not impair their health and safety or their educational or professional development.

We likewise expect our business partners to prohibit child labour and comply with the applicable statutory age limits and international minimum standards.

5. Prohibition of Forced Labour, Slavery and Human Trafficking

We reject all forms of forced labour, compulsory labour, modern slavery, bonded labour, human trafficking and involuntary work.

Employment relationships must be entered into voluntarily. Employees must not be compelled to work through violence, threats, deception, unlawful financial burdens, the retention of personal documents or any other impermissible measures.

Employees must be able to terminate their employment relationship in accordance with the applicable statutory and contractual provisions.

6. Equal Treatment and Protection against Discrimination

We promote a working environment characterised by respect, fairness and equal opportunities.

Disadvantage, harassment or discrimination, particularly on the grounds of

- gender,
- age,
- ethnic or social origin,
- skin colour,
- nationality,
- language,
- religion or belief,
- disability,
- sexual identity or orientation,
- marital status,
- pregnancy,
- political conviction,
- membership of an employee representative body,

will not be tolerated unless different treatment is exceptionally justified by objective and legally permissible reasons.

Personnel decisions should be based on qualifications, suitability, performance and operational requirements.

7. Fair Working Conditions

We comply with the applicable employment-law provisions and are committed to fair, transparent and reliable working conditions.

These include in particular:

- compliance with statutory and contractual working hours,
- the granting of legally required rest periods and holiday entitlements,
- lawful and transparent remuneration,
- compliance with statutory minimum wages,
- proper payment of taxes and social security contributions,
- transparent information regarding the essential terms and conditions of employment,
- protection against physical or psychological abuse, intimidation and degrading treatment.

Unlawful deductions from wages or the withholding of lawfully earned remuneration are not tolerated.

8. Freedom of Association

WEHA respects the legally protected freedom of association of its employees, as well as their right to form an employee representation body within the framework of the applicable legal provisions. Employees must not suffer any unjustified disadvantages as a result of the lawful exercise of these rights.

9. Occupational Health and Safety

The health and safety of our employees are of great importance to us.

We take appropriate organisational and technical measures to prevent work-related hazards, accidents and harm to health as far as possible. These measures include in particular:

- the assessment of workplace-related hazards,
- suitable protective measures and personal protective equipment,
- instruction and training,
- safe working procedures,
- the proper operation and maintenance of machinery and equipment,
- fire protection and emergency measures,
- the safe handling of hazardous substances,
- the investigation and evaluation of occupational accidents and near misses,
- the continuous review and improvement of occupational health and safety.

Employees are expected to comply with applicable safety regulations, use the prescribed protective equipment and report identified hazards without delay.

10. Protection of Particularly Vulnerable Groups

Within the scope of our capabilities, we take into account the particular protection needs of young persons, pregnant women, persons with disabilities, older employees, temporary agency workers, foreign employees and other potentially particularly vulnerable groups.

Harassment, sexual assault, violence, intimidation and degrading conduct are not tolerated.

11. Environmental Responsibility

For us, responsible corporate governance also includes protecting the natural foundations of life.

We comply with applicable environmental laws and seek to limit the environmental impact of our business activities appropriately.

This includes in particular:

- the responsible use of energy, raw materials and water,
- the avoidance of unnecessary waste,
- the proper separation, recycling and disposal of waste,
- the safe storage and use of chemicals and hazardous substances,
- the prevention of unlawful emissions and contamination,
- the protection of soil, air and water,
- the consideration of environmental and resource-related aspects in operational decisions,
- compliance with product- and substance-related legal requirements.

Within the scope of our technical and economic capabilities, we are committed to efficient production processes, economical use of materials and the use of suitable recycling and circular-economy solutions.

12. Responsible Procurement and Supply Chain

We expect our suppliers and other business partners to comply with applicable laws and observe the essential principles of this declaration.

When selecting and evaluating suppliers, the following aspects in particular may be taken into account:

- the origin and nature of the materials procured,
- country, industry and product risks,
- compliance with employment-law and human-rights standards,
- occupational health and safety,
- environmental conduct,
- business integrity,
- previous irregularities or specific indications,
- the possibility and proportionality of further preventive measures.

Our measures are based on the identifiable risk, the nature and scope of the business relationship, the severity of potential impacts and our actual ability to exert influence.

We expect business partners to provide appropriate information for the assessment of human-rights, labour-related or environmental risks in response to specific and objectively justified requests.

At the same time, information, documentation and audit requirements should be proportionate and take into account the size of the company, the risk profile, the nature of the product supplied and the economic scope of the business relationship.

13. Risk-Based Due Diligence

WEHA Plastic GmbH follows a risk-based and proportionate approach.

Where specific indications or heightened risks exist, the following measures in particular may be considered:

1. obtaining additional information,
2. reviewing available documents and declarations,
3. holding discussions with the business partner concerned,
4. agreeing appropriate preventive or improvement measures,
5. reviewing the implementation of agreed measures,
6. adapting procurement or business processes,
7. as a last resort, restricting or terminating a business relationship.

Not every abstractly conceivable violation automatically results in the same measures. The nature and extent of the response depend in particular on the severity and probability of the risk, our own contribution to its cause and the possibility of effectively influencing the situation.

14. Remedial Action in the Event of Identified Violations

Where specific violations of the principles described in this declaration are identified within our own business operations, we will investigate the matter and initiate appropriate remedial action.

Where risks or violations occur within the operations of a business partner, we will use our available influence to work towards ending or improving the situation concerned.

Possible measures may include:

- requesting a statement,
- agreeing an action plan,
- setting appropriate implementation deadlines,
- providing advice or support for improvement measures,
- enhanced monitoring,
- suspension of new orders,
- restriction or termination of the business relationship in the event of serious or continuing violations.

As a general rule, termination of a business relationship should only be considered where serious violations have occurred, appropriate improvement measures have been unsuccessful or continuation of the business relationship no longer appears responsible.

15. Reports and Complaints

Employees, business partners and other affected persons may report possible violations of human rights, working conditions, environmental regulations or principles of ethical business conduct to the management of WEHA Plastic GmbH:

**WEHA Plastic GmbH
Management**
Schlosserstraße 3
42899 Remscheid
Germany

Reports will be reviewed objectively and, to the extent legally and practically possible, treated confidentially.

Persons who submit a reasonable report in good faith must not be disadvantaged, intimidated or sanctioned as a result. This does not apply to deliberately false or abusive reports.

16. Prohibition of Corruption and Bribery

We do not tolerate corruption, bribery, extortion, breach of trust or any other form of improper influence.

Business decisions must not be influenced by improper personal benefits. Employees must neither offer or grant improper advantages nor request or accept them.

Gifts, invitations and other benefits must be appropriate, transparent and compatible with statutory and internal company requirements.

Payments or benefits to public officials for the purpose of influencing official decisions are prohibited.

17. Conflicts of Interest

Business decisions should be made solely in the interests of the company and on an objective basis.

Actual or potential conflicts of interest must be disclosed to the responsible manager or company management. Personal, family or financial interests must not improperly influence business decisions.

18. Fair Competition

We are committed to free and fair competition.

We comply with applicable antitrust and competition laws. Unlawful agreements concerning prices, market allocation, customers, production volumes or other competition-relevant factors are not tolerated.

Confidential information belonging to competitors, customers or suppliers must not be obtained or used by unlawful or unfair means.

19. Confidentiality, Data Protection and Information Security

We protect confidential business information and personal data against unauthorised use, disclosure, alteration or loss.

Personal data is processed only in accordance with applicable legal requirements and for legitimate business purposes.

We expect employees and business partners to handle the following responsibly:

- personal data,
- business and trade secrets,
- technical documents,
- drawings and specifications,
- pricing information,
- customer and supplier data,
- access credentials and IT systems.

20. Foreign Trade Law and Sanctions

We comply with applicable foreign trade regulations, export controls, embargoes and sanctions.

Business transactions with sanctioned persons, organisations or countries will not be conducted where prohibited by applicable law.

Required checks are carried out on a risk-based basis, taking into account the nature of the transaction, the parties involved and the goods and countries concerned.

21. Responsibility of Employees and Managers

All employees are expected to observe the principles of this declaration within the scope of their respective duties.

Managers bear particular responsibility. They should:

- set an example of lawful and ethical conduct,
- inform employees about essential requirements,
- take reports and concerns seriously,
- address identifiable risks and violations,
- support appropriate corrective measures,
- prevent disadvantages to persons who submit reports.

22. Training and Awareness

Where required due to the relevant activity, risk profile or statutory requirements, employees will be informed or instructed on relevant topics.

These may include in particular:

- occupational health and safety,
- hazardous substances,
- product safety,
- data protection,
- environmental requirements,
- prevention of corruption,
- human-rights and labour-related risks,
- handling reports and complaints.

The nature and scope of the measures depend on the specific area of duties and responsibilities.

23. Documentation and Review

The implementation of this declaration is taken into account within the existing operational organisational and control processes.

The declaration will be reviewed in the event of significant legal, organisational or factual changes and amended where necessary.

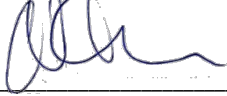
This declaration does not constitute a guarantee that all human-rights, environmental or other risks throughout the entire supply chain can be completely excluded. Rather, it describes the principles, commitments and risk-based measures by which WEHA Plastic GmbH guides its responsible business conduct.

24. Entry into Force

This Policy Statement enters into force upon signature by company management.

It will be made available to employees and business partners in an appropriate manner.

Remscheid, July 1, 2026



Nicola Dicke

Managing Director
WEHA Plastic GmbH