

WHS Sondermetalle GmbH & Co. KG

Industriepark ob der Tauber
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Code of Conduct

WHS Sondermetalle GmbH & Co. KG is convinced that the compliance with ethical values is necessary for long-term economic success. A part of this issue is dealing with each other in a fair way as well as acting according to the given guidelines in everyday business.

We consider the success of our customers as the key to achieve a long-term and sustainable success in business and continual growth and take it as matter of course to meet the demands of everyone involved.

We stand by our responsibility for a sustainable business strategy and its corresponding implementation. Integrity as well as compliance with the laws and ethical principles are essential elements to preserve the authenticity of our company. This „Code of Conduct“ defines how we conduct business in an ethical and social responsible way.

Each executive as well as each employee has the responsibility to act in accordance with the codex at hand. Our executives act exemplary to us and they support the principals of conduct in any situation.

Human rights

We respect and foster the dignity of each human being and support the protection and compliance of the international human rights. As a matter of course we do not accept child labour and any form of forced labour. We are not tolerating any working conditions that conflict with international or local laws and procedures. We firmly act against verbal insult and mobbing.

Discrimination

We do not use any form of discrimination against our employees regarding employment, compensation, possibility of further education, promotion or termination for ethnic origin, gender, age, marital status, religion or philosophy of life, handicap, pregnancy, sexual orientation, membership in a trade union or political party and we also request our employees to firmly act against such discrimination.

Motivation and further education of employees

We consider motivated employees and their identification with the goals of WHS as one of the essential factors of success. Further education in personal and technical section is offered and supported internally and externally.

Health and safety

The health and safety of our employees are highly protected by providing a health and safe workplace. A safe and healthy workplace is available for each employee in compliance with the safety regulations in force.

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Compliance with antitrust and competition regulations

With our high quality products, innovative solutions and reliability we measure ourselves openly and fairly on the world markets. We are not involved in illegal and/or prosecuted methods such as bid rigging, which excludes, distorts or restricts competition.

Conflict of interests

Employees should act in the best interest of the company. Private interests and personal considerations do not influence any business decision. WHS as well as the business partners avoid any kind of activities or situations which could lead to a conflict between private interests of an WHS employee or business partner and the business interest of WHS.

Protection of property & secrecy

Everyone is expected to protect the material and immaterial assets of the company, the confidential treatment of trade and business secrets, customer-related business information and the compliance of data-protection principles in force.

Customers and suppliers

As a supplier we are obliged to take care that our products are completely and correctly registered, labelled, packed and shipped. We pay particularly attention to regulations of state authorities as well as to import and export regulations. We make these demands to our suppliers as well and expect them to keep to the same strict principals when running their business, especially when treating employees.

Environment and recycling

We undertake to use resources, materials and energy in an environmental-friendly and sustainable way. Within the continuous improvement we are always looking for new possibilities to save resources, avoid waste and save energy.

Corporate citizenship

We expressly stand by our responsibility as citizens of the community in which we operate our company and commit to communicate with all authorities as well as social and public interest groups.

Due diligence along the supply chain

The topic of sustainability goes far beyond our own system boundaries. We thereby count on strong partnerships with suppliers and customers. An essential matter of concern is the long-term cooperation with all suppliers and the building of a sustainable relationship.

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With reference to conflict minerals, we follow the national and international recognised guidelines such as the OECD guideline to fulfill the due diligence and to support responsible supply chains for minerals from conflict and high-risk areas. We implement the requirements of the European Conflict Mineral Regulation (EU) 2017/821 for fixing the obligation to fulfill the due diligence in the supply chain for union importers of Tin, Tantalum, Tungsten their ores and Gold from conflict and high-risk areas. Our conflict minerals policy is published on our company homepage.

Compliance

This „Code of Conduct“ has been introduced to all employees by the management of WHS Sondermetalle GmbH & Co. KG. Management and employees must adhere to this codex, carrying out all activities without exception.

We also expect the compliance with and the commitment of these ethical values from all our business partners.

Grünsfeld, July 20th, 2022
signed by
Herbert Seidemann
managing director