

W. Gessmann places great value on long-term, partnership-based and trustful cooperation with our suppliers. We are convinced that sustainable economic activity and the highest quality standards are the foundation for mutual success. This Code of Conduct defines the minimum standards we expect from our suppliers (and their subcontractors)

Ethical Conduct and Compliance

Our business practices are based on integrity and fairness.
Our suppliers commit to:

- Strict prohibition of any form of bribery, corruption, kickbacks, or unfair advantage.
- Mandatory compliance with applicable laws against anti-cartel activities and unfair competition.
- Immediate disclosure of potential conflicts of interest that could influence the business relationship.

Social Responsibility and Human Rights

We demand respect for the dignity of every human being. Our suppliers commit to complying with the following standards:

- Prohibition of forced labor and child labor.
- Working hours and remuneration must comply with applicable national laws and enable a living wage.
- Discrimination based on, e.g., gender, origin, religion, age, disability, or sexual orientation is inadmissible.
- Workplace safety must be ensured through appropriate protective measures to prevent accidents and occupational diseases.

Environmental Protection and Sustainability

The protection of our natural life bases is a central concern. Our suppliers commit to:

- Mandatory compliance with all relevant national and international environmental laws.
- Continuous efforts to reduce energy consumption, water consumption, and to minimize waste (circular economy).
- Safe handling of hazardous substances in accordance with the current state of the art.
- Suppliers are encouraged to develop strategies to reduce their CO2 footprint and to communicate them transparently.

Quality Management

Quality is the foundation of our cooperation. To ensure the conformity of our products, we expect:

- Preference for compliance with recognized quality standards (e.g., ISO 9001) and, for critical components, is in some cases mandatory.
- Suppliers must have effective processes for monitoring product quality and preventing errors.
- All relevant information regarding manufacturing and materials must be fully traceable.
- Deviations from specifications must be reported immediately. A structured process for determining and implementing corrective actions must be in place.

Information Security and Data Protection

In a digitalized world, the protection of our data and the integrity of our supply chain is essential.
Our suppliers commit to:

- Treating all information received within the framework of the cooperation (technical drawings, price lists, business secrets) as strictly confidential.
- Implementing appropriate technical and organizational measures to protect their IT systems from unauthorized access, malware, and cyberattacks.
- Processing personal data strictly in accordance with applicable data protection laws.
- Immediately reporting security-relevant events or breaches of personal data protection that could affect our business relationship.