

CODE OF CONDUCT FOR SUPPLIERS OF THE WILD GROUP

OBJECTIVES

The objective of the *Code of Conduct for Suppliers* of Wild Holding GmbH and its subsidiaries (hereinafter referred to as the "WILD Group") is a sustainable and responsible management in compliance with environmental, employment, social and other legal standards in order to safeguard the reputation of and trust in the WILD Group. In addition to the applicable statutory provisions, the duty to observe the *Code of Conduct for Suppliers* of the WILD Group also extends to self-imposed rules of a non-statutory nature to prevent sanctions or reputational damage and at the same time improve the Group's image.

To this end the supplier shall grant the WILD Group the right to monitor compliance with this *Code of Conduct for Suppliers*, in particular in the case of a well-founded suspicion of violations of the stated principles. On request the supplier shall make available information to prove compliance with the *Code of Conduct for Suppliers*. The supplier must transparently and immediately inform the relevant entity of the WILD Group if and when they do not fulfil the principles of this *Code of Conduct for Suppliers* or only fulfil them in part.

CONTENT

1. Sustainability; Environmental and Climate Protection

Our environment is important to us, which is why we also put our suppliers under an obligation to observe all environmentally relevant laws and to fulfil the relevant regulations and official requirements.

Beyond this minimum standard the supplier must prove at least once a year that they are working on reducing their carbon footprint. The supplier must avoid or reduce to the greatest extent possible potential environmental pollution that arises at production sites, using the best technology available and using reasonable efforts. To an increasing extent the supplier uses raw materials that protect natural resources and the use of which is reasonable from both an ecological and an economical perspective, as well as from an economic perspective. To monitor and minimise the impact on the environment, above all in the area of emissions and waste production, the supplier operates a suitable environmental management system (EMAS or ISO 14001) or is able to present a waste management concept.

2. Social Aspects

In accordance with its corporate values and its environmental and social policies the WILD Group expects its suppliers and their subcontractors to assume social responsibility vis-à-vis society. Here the focus is on the entire supply chain and value chain from the manufacturer via the supplying partner to the user and the disposal company.

Accordingly the WILD Group expects the following specific conduct from its suppliers:

- no recruitment of persons who cannot demonstrate that they are above the age of 15. In countries to which the developing country exemption of ILO Convention No. 138 applies the minimum age may be reduced to 14 years;
- observance of the ban on the worst forms of child labour for children under the age of 18 as defined in ILO Convention 182.
- observance of the ban on employing persons in forced labour in ILO Convention 105 on the abolition of forced labour;
- observance of the ban on all forms of slavery;
- observance of the ban on all forms of discrimination on the basis of national or ethnic origin, social background, health status, gender, age, disability, sexual orientation, political opinion, ideology or religion;
- observance of the right to freedom of association, organisation in trade unions and collective pay.
- The maximum weekly working time is 48 hours with at least one (1) day off and offers staff different forms of working time (e.g. part-time work, teleworking, working from home) to the extent possible and reasonable.
- Payment of a minimum wage fixed by applicable law or, in the absence of a minimum wage, payment of a wage that is reasonable under the law of the place of employment. In connection with reasonable remuneration there is the concept of "living wage": a wage that provides staff and their families with sufficient income to live at a level that is perceived to be reasonable and not only covers the basic needs of the staff but also promotes their dignity and the financial resilience of their family.
- Decent working conditions prevail in the supplier's business (according to the ILO concept of decent work).

The WILD Group strives to achieve a working environment that is free from harassment, including discrimination, victimisation and bullying, and in which the dignity of each individual is the top priority. In that sense the supplier is responsible for demonstrably preventing such effects in their business.

3. Protection and Safety of Staff

The supplier is responsible for making sure that their plants are designed in conformity with the applicable governmental and industrial environmental protection guidelines and operated safely, and that they pose no unnecessary risk to the environment or the general public. The supplier monitors compliance with regulations, minimises the impact on the environment and drives the constant improvement of environmental provisions. The supplier keeps documentation that allows them to respond to requests for information, including but not exclusively, use of resources, emissions, observance of provisions, environmental risks and liabilities, as well as environmental sustainability matrices. Such compliance includes the following:

- obtaining and maintaining all necessary environmental permits;
- proper handling and disposal of hazardous substances and waste;
- monitoring, control and responsible treatment and disposal (all official requirements are fulfilled) of waste water from the plant;
- carrying out reasonable safety trainings for staff and provision of suitable safety equipment;
- keeping records of safety trainings and monitoring performance in terms of safety;
- ensuring compliance with the applicable health and safety at work regulations and that staff of the supplier carry out their work without endangering themselves and others;
- carrying out trainings to promote healthy a public health and hygiene practice.

4. Compliance

The supplier shall conduct their business in a fair and honest manner and observe all applicable laws and regulations. They shall tolerate no form of corruption or bribery. This includes all forms of receiving or granting payments or other forms of advantages or favours, unless this is done, for example, because of their small value and in accordance with customary business practices and applicable law.

The supplier shall avoid conflicts of interests and take remedial measures to mitigate the same, or immediately disclose such conflicts of interests if they cannot be avoided. Decision-makers must make decisions where there is a potential conflict of interests and inappropriate personal interests are concerned.

The supplier must protect and secure all confidential information obtained from the WILD Group, including all business secrets and know-how, against unauthorised and unreasonable forwarding or disclosure, and ensure that staff members do not use confidential information for their own personal advantage or inappropriate or illegal purposes, or remove, distribute or disclose the same in any other way. Any breach of the confidentiality or data security of such information must be reported immediately. The supplier shall observe the applicable laws and

regulations in the area of data protection.

The supplier shall be a fair competitor of other market participants and observe all applicable cartel, anti-trust and competition laws, as well as the laws on unfair trade practices.

The supplier shall observe any export control, embargo and customs regulations and provide the WILD Group with all necessary information regarding fulfilment of those regulations. The supplier shall engage in no trade with parties who are on a sanctions list of the UN, Switzerland, the EU or the USA. They shall use no minerals, metals or other raw materials that originate from warzones, conflict zones or other high-risk areas, including, without limitation, with regard to systematic human rights violations.

5. Whistleblowing

If the supplier or their staff have a well-founded suspicion or knowledge of a violation of this *Code of Conduct for Suppliers*, such suspicion must be immediately reported to the WILD Group via the reporting channel set up for that purpose at <https://whistleblowersoftware.com/secure/wild>. The anonymity and confidentiality of such reports is warranted.

6. Consequences of Non-Compliance

This *Code of Conduct for Suppliers* is a material part of the business relationship of the WILD Group and its suppliers. If a supplier violates the *Code of Conduct for Suppliers*, the affected entity of the WILD Group may demand remedial measures to remedy such violation or may terminate the business relationship with the supplier without notice.

7. Final provisions

This *Code of Conduct for Suppliers* shall enter into force upon the date it is signed by the supplier. The *Code of Conduct* is available in different languages. In the case of different content in the different languages the German-language version shall be decisive.

The supplier hereby confirms receipt and acknowledgement of the *Code of Conduct for Suppliers* of the WILD Group and warrants observance of the same.

(Date / Signature)