

WeWire Supplier Code of Conduct

We strive to achieve excellence, innovation and performance in a sustainable way. People and the environment are the most important resources. We try to achieve the highest standards in terms of business integrity as well as the social and environmental performance of our supply chain.

The following guidelines, which are based on the content of our Code of Conduct, describe our minimum expectations with regard to business ethics, working conditions, human rights and environmental leadership for our suppliers and their business partners. We expect our suppliers to adhere to these standards and pass them on to their supply chain.

These guidelines are based on fundamental principles of social and environmental responsibility that are consistent with local laws and international expectations.

1. Business ethics

Gifts and invitations

In order not to jeopardize their entrepreneurial activities, our partners must avoid even the mere appearance that an employee's business decision could be impaired by receiving personal invitations or gifts.

Business relationships

Our partners maintain trusting and fair business relationships with customers, suppliers, service providers and business partners.

Competition and antitrust laws

Our partners are committed to engaging in fair competition in all their business relationships and expect the same from their business partners. In doing so, they comply with the competition and antitrust laws that apply to them.

Trade controls

Our partners must comply with all applicable national and international trade control laws that restrict or prohibit the import and export of products, services and technologies. Our partners do not import from or export to countries or to organizations for which there is an applicable embargo.

Conflict minerals

Our partners have defined appropriate internal processes to determine whether the products they supply could contain metals originating from the Democratic Republic of Congo or its neighboring countries (so-called "conflict minerals").

Conflicts of interest

We expect our partners to conduct their business in a way that avoids the appearance of inappropriateness.

Data protection and data security

Our partners protect the personal data of their employees, customers, suppliers, applicants and other data subjects. They gather, collect, process, use and store personal data only in accordance with existing legal requirements and our data protection policy.

They take adequate and appropriate technical and organizational measures to protect the data in their possession from unauthorized access, unauthorized use, misuse or loss.

Protection of identity and non-retaliation

Our partners should establish processes that allow concerns to be raised confidentially and anonymously without retaliation.

1. Human rights and working conditions

Human and labor rights

The recognition and compliance with international human rights as well as internationally recognized labor and social standards (e.g. Conventions and Recommendations of the International Labor Organization; principles of the UN Global Compact) are a matter of course for our partners, for example they expressly contradict forced and child labor and help ensure fair working conditions attractive remuneration conditions.

Equal treatment and non-discrimination

Mutual respect and trust form the basis of cooperation with our partners. They promote equal opportunities and do not tolerate any discrimination based on gender, age, skin color, culture, ethnic origin, sexual identity, disability, religious or political beliefs or freedom of association.

Cooperation with employee representatives

Our partners respect every lawful association of their employees and encourage a respectful dialogue with representatives of their employees. The cooperation with employee representatives should take place on a trusting and cooperative basis and be beneficial in a constructive manner for both the employee and the company.

Work- and health protection

The well-being of their employees and a secure workplace take a high priority. In this respect, compliance with applicable occupational health and safety regulations is just as much a matter of course for our partners as the provision of health protection in the workplace within the framework of the applicable regulations.

2. Environmental

Our partners should support a proactive approach to environmental responsibility by protecting the environment, conserving natural resources and reducing the ecological footprint of their production, products and services throughout their entire life cycle.

A comprehensive approach includes, among other things:

Energy consumption and greenhouse gas emissions

Our partners should implement a comprehensive strategy and management program to save energy while increasing the use of renewable energies.

Water quality and consumption

Our partners should effectively reduce, reuse and recycle water through responsible treatment of wastewater discharges to protect the environment and improve overall water quality.

Air quality

Our partners should routinely monitor, appropriately control, minimize and, as far as possible, eliminate emissions that contribute to local environmental pollution.

Natural resources management and waste reduction

Our partners should promote and support the use of sustainable, renewable natural resources, while reducing waste and increasing reuse and recycling.

Responsible chemical management

Our partners must identify and eliminate the use of restricted substances in manufacturing processes and finished products to ensure regulatory compliance. You should also be aware of the use of notifiable substances in processes and finished products and actively look for suitable substitutes.

3. Finance

Financial responsibility / accurate records

We expect from our partners that all business transactions are handled transparently and correctly reflected in the company's financial reports and documents.

Disclosure of information

As applicable, our partners must disclose financial and non-financial information in accordance with applicable regulations.

4. Products

Counterfeit parts

Our partners are not allowed to introduce counterfeit and/or diverted parts and materials into deliverable products.

Intellectual property

Our partners must respect valid intellectual property rights and use commercially reasonable practices to protect the transfer of confidential technology and know-how.