

Statement of Principles

The Act on Corporate Due Diligence Obligations in Supply Chains

We are committed to the responsibility resulting from our global supply chain. This of course also includes the implementation of applicable law and the compliance with international standards and guidelines. Above all we are committed to our own code of values. We take our responsibility as a company seriously, irrespective of the ability or willingness of other states to comply with their obligation to protect human rights.

This is what we stand for

We pay fair salaries, provide secure and adequate working conditions and care for the well-being of our staff. We expect the same - without exception - from all our suppliers and therefore published the ►► DÖRKEN Code of Conduct and a ►► Code of Conduct for our suppliers.

Standards and Guidelines

In accordance with the United Nations Guiding Principles on Business and Human Rights we are committed to the below principles of the internationally recognized human rights framework and standards:

- the Universal Declaration of Human Rights of the United Nations (UDHR)
- the Conventions and Recommendations of the International Labour Organization (ILO) on labour and social standards
- the United Nations Convention on the Rights of the Child (UNCRC)
- the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
- the Principles of the Organization for Economic Cooperation and Development (OECD) for Multinational Companies
- the Charter of Fundamental Rights of the European Union

In addition, we support the 2030 Agenda for Sustainable Development of the United Nations and contribute through our actions to achieve the Sustainable Development Goals (SDGs).

Structures and Responsibilities

The management board of the WISCHEMANN Group Aktiengesellschaft and its subsidiaries (hereinafter the „Dörken AG“) as well as the managing directors of the affiliated companies regard it as their duty and task to exercise due diligence in regard to people and the environment. To monitor the effectiveness of the measures taken by us we created the independent position of ►► a human rights officer.

Complaint Mechanisms

The WISCHEMANN Group homepage provides ►► a reporting channel for remarks and complaints concerning human rights violations. This channel is open for everyone no matter if the person has a contractual or commercial relationship of any kind with the company or not.

Risk Analysis and Implementation

In 2023 for the very first time we conducted a risk analysis to verify along the entire supply chain the effects of our business activities on human rights and the environment. The objective of the risk analysis was to identify fields of action and to deduce suitable prioritized measures to achieve improvement. We are continuously implementing the derived projects and update our risk analysis every year.

Reporting and Further Development

We understand it as a continuous process to deal with the issue of human rights and to reduce environmental risks, a process which has constantly to be adapted and developed. In our yearly LkSG (Lieferkettensorgfaltspflichtgesetz - Act on Corporate due diligence obligations in supply chains) report we provide information on the progress in implementing and further developing our corporate due diligence.

Management



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