

Wienerberger AS

SUPPLIER CODE OF CONDUCT

Preamble:

It has been Wienerberger's policy for a long time to conduct business in a fair and sustainable way (see Wienerberger Code of Conduct). This does not only include that Wienerberger itself is committed to respect the laws, ethical rules of fairness, fundamental rights of its employees, its customers and anyone else possibly getting in touch by our products. It is also essential that Wienerberger's business partners also act in a decent way reconcilable with Wienerberger's standards and therefore we hereby set out the minimum standards to be complied with by every of our Suppliers in order to make business with Wienerberger, i.e. as a condition:

1. General:

- 1.1. Suppliers conduct their business in a fair and ethical manner and act in an integer way.
- 1.2. Suppliers comply with the laws and generally accepted ethical principles.
- 1.3. Complying with the law implies particularly that they respect labor law, competition law, the law of privacy, intellectual property law and that they do not violate any other law.
- 1.4. Complying with generally accepted ethical principles implies that going beyond what is legally required Suppliers will in particular take care of the environment, of the health and safety of the people working for Supplier or possibly affected by the works conducted by Supplier, of the way of conducting business of its business partners in particular on bribery, labor, and environment.

2. Labor:

- 2.1. Suppliers treat their workforce with respect and respect their fundamental rights.
- 2.2. Suppliers refrain from any child labor and do in particular comply with the provisions of the International Labor Organization.
- 2.3. Suppliers will not utilize any non-voluntary labor.
- 2.4. Suppliers do not in whatever respect discriminate any employees. Particularly they take care that no discrimination happens on religion, gender, color, sexual orientation, nationality, age, disability, origin, political orientation.
- 2.5. Suppliers take care that their workforce is paid fairly and that the salary suffices to allow its workforce to ensure an adequate standard of living. Suppliers also pay any other people working for it who are not legally part of the workforce fairly. Suppliers also make sure that its workforce is not subject to unduly long working hours and that as a minimum standard local laws in this respect are complied with.
- 2.6. It is a fundamental right of any employee to found or join associations, trade unions and the like. Suppliers do always recognize such rights and will not attach any consequences to the fact that one has joined, founded or refused to join any trade union or other association, or that a person served as member or chair of a works council or stood candidate for such position.

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3. Health and Safety:

- 3.1. Suppliers create and maintain a safe and healthy working environment with a view to preventing any working accidents, any professional diseases, to avoid any dangers from hazardous materials.
- 3.2. Suppliers ensure that their products are safe by in particular introducing and maintaining an appropriate quality control system and by using high quality materials and components only. Suppliers always adapt immediately to changes in the law on products, in technical standards or in any other area relevant for the safety of its products.
- 3.3. Suppliers ensure that their production facilities are safe and are properly maintained. In order to avoid any risks for its workforce Suppliers will regularly train its employees on the dangers and risks originating in the machines operated or the materials used and how to avoid them, they equip their workforce with proper protective equipment and they check regularly that its employees behave reasonably by using the protective equipment and not unreasonably behaving.

4. Environment:

- 4.1. Suppliers have an Environmental Management System in place to ensure the safe handling, movement, storage and recycling of waste and any other emissions in order to prevent pollution of water, in particular ground water, and to avoid damages to the health of human beings, animals and any other part of the environment.
- 4.2. Suppliers use natural resources, like water, in a prudent economic way.
- 4.3. Suppliers use technology to minimize their emission of hazardous substances affecting the environment (e.g. CO₂).

5. Management Systems and Monitoring:

- 5.1. Suppliers introduce and maintain systems and procedures to ensure and promote that (i) they comply with all applicable laws, contracts, commitments and justified expectations of their customers and society as such, and (ii) their partners in their supply changes also honor the principles laid down in this Code of Conduct.
- 5.2. It is very important for Wienerberger that its Suppliers comply with the terms set out above. Therefore Wienerberger reserves the right to regularly request information from Suppliers on the issues laid down in this Code of Conduct and Wienerberger further reserves the right to conduct audits either by ourselves or by third parties at the sites of the Supplier. Wienerberger further reserves the right to approach employees, neighbours or municipalities directly in order to request also information from them on specific issues. Supplier accepts that Wienerberger reserves the right to terminate their contractual relationship with Supplier in case Supplier failed to comply with this Code of Conduct.

We, (Supplier name), accept the Supplier Code of Conduct and commit ourselves to comply with it and to cause our partners and employees to comply with it as well.

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signature + date