



# Supplier Sustainability Standards

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SUPPLIER SUSTAINABILITY STANDARDS

## Preamble

WSW Spannwerkzeuge Vertriebs GmbH (hereinafter referred to as WSW), Maybachstr. 1, 73066 Uhingen, Germany, is a worldwide operating trading company.

Personally, logistically and administratively integrated into the environment of the company EWS Weigele GmbH & Co. KG and organizes itself in a common management system.

WSW is committed to the common CORPORATE COMPLIANCE principles of EWS Weigele GmbH & Co. KG and the affiliated companies of the EWS Group.

These standards, which are valid worldwide, formulate the requirements for all manufacturing suppliers as well as for all service providers of the WSW on the topics of:

## Human Rights & Labor Standards

## Business Ethics & Compliance

## Environmental Protection & Safety

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The contents are included in the contractual conditions with our suppliers. Companies are requested to pass on these requirements to their employees as well as to their own suppliers and to ensure compliance.



In addition, WSW expects business partners to comply with all applicable rules and laws. Reference frameworks are the Declaration of Human Rights, as well as the Global Compact of the United Nations, the Guidelines for Multinational Enterprises of the Organization for Economic Development and Cooperation (OECD) and the conventions of the International Labor Organization (ILO).



WSW reserves the right to check their compliance and to draw consequences in case of violations.



The same provisions on labor standards, business ethics, environmental protection and safety apply to WSW in its own operational practice. These are implemented in the Code of Conduct and the associated guidelines.

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You have questions, criticism, comments or want to contact us confidentially:

[compliance@wsw-tools.de](mailto:compliance@wsw-tools.de)

The management  
CEO Frank Weigele  
October 2021

## **1.1 Compliance with human rights**

Suppliers are required to respect internationally recognized human rights and to promote their observance. In all business activities within their sphere of influence, suppliers shall work to ensure that they themselves, their business partners and their suppliers do not commit or participate in human rights violations.

## **1.2 Free choice of employment**

Forced or compulsory labor is not permitted. Employees must have the freedom to terminate the employment relationship with reasonable notice.

## **1.3 Outlawing of child labor**

Child labor may not be used in any phase of production or processing. Suppliers are required to comply at a minimum with the ILO conventions on the minimum age for admission to employment and on the prohibition of child labor. Children must not be inhibited in their development and their safety and health must not be impaired.

## **1.4 Equal Opportunities / Prohibition of Discrimination**

Suppliers are obliged to maintain equal opportunities in employment and to refrain from any discrimination. Discrimination against employees, for example based on origin, nationality, skin color, religion, ideology, political and trade union activities, gender, sexual orientation, age, disability, illness, or pregnancy, must not take place.

## **1.5 Freedom of Association and Right to Collective Bargaining**

Businesses shall uphold the freedom of association and the effective recognition of the right to collective bargaining. It must be ensured that workers can openly discuss working conditions with management without fear of disadvantage.

## **1.6 Fairness in wages, working hours and social benefits**

Compensation and benefits must comply with the basic principles regarding minimum wages, applicable overtime regulations and statutory social benefits. At a minimum, working hours and non-working hours must comply with applicable laws, industry standards or relevant ILO conventions, whichever is more stringent.

## **1.7 Health and Safety in the Workplace**

As an employer, the supplier shall ensure occupational health and safety at least within the scope of the applicable national regulations and shall support continuous development to improve the working environment.

## **2.1 Compliance with laws**

The highest level of integrity is expected in all business activities and relationships. Suppliers are requested to refrain from any form of fraud or embezzlement, insolvency offenses, corruption, granting of advantages, bribery or venality. Suppliers are required to comply with all laws and regulations applicable to them and to their business relationship with WSW.

## **2.2 Fair Competition**

Laws that protect and promote competition, in particular anti-trust laws, must be complied with. Companies must respect fair competition and comply with the prohibition of collusion with competitors and other measures that impede the free market.

## **2.3 Avoidance of conflicts of interest**

Suppliers are requested to make decisions in their dealings with business partners exclusively on a factual basis and not to allow themselves to be influenced by personal and own financial interests.

## **2.4 Protection of business secrets**

Suppliers are obliged to treat as trade secrets all commercial and technical details which are not in the public domain and which become known to them through the business relationship.

### **3.1 Environmental responsibility**

Suppliers must act in accordance with the precautionary principle regarding environmental issues, take initiatives to promote greater environmental responsibility, and encourage the development and dissemination of environmentally friendly technologies.

### **3.2 Environmentally friendly production**

Optimum environmental protection must be ensured at all stages of production. This includes a proactive approach to avoid or minimize the consequences of accidents that may have a negative impact on the environment. Importance is attached to the application and further development of energy- and water-saving technologies - characterized using emission reduction, re-use, and recycling strategies.

### **3.3 Environmentally friendly products**

All products manufactured along the supply chain must meet the environmental standards of their market segment. This includes the complete product life cycle and all materials used. Chemicals and other substances that may pose a hazard if released into the environment must be identified. Hazardous substance management must be established for them so that they can be safely handled, transported, stored, recycled, or reused, and disposed of through appropriate procedures.

### **3.4 Product safety and quality**

All products and services must meet the contractually specified criteria for quality and active and passive safety upon delivery and must be used safely for their intended purpose.



The supplier shall pass on the contents of this document to its suppliers and employees, commit them accordingly and verify compliance with the sustainability provisions in the supply chain.

Thank you

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## Glossary

- ❖ Suppliers means all third parties that supply goods and services to WSW and the agents or subcontractors of such third parties.
- ❖ By employees, WSW means all personnel employed by or engaged by a supplier.
- ❖ Human rights are rights that derive from and are based on human dignity; rights that are inalienable, indivisible and indispensable. They are due to all people, regardless of where they live and regardless of how they live. They are therefore a kind of global fundamental rights  
(BMVJ, <https://www.bmjv.de/DE/Themen/Menschenrechte>)