

WEME Global

Code of Conduct for Business Partners

This Code of Conduct defines the basic requirements placed on the suppliers, affiliates, and third parties of WEME Global to fulfil their responsibilities toward their stakeholders and the environment.

01 General Principles

At WEME Global we are convinced that collaborative commercial success and social responsibility are interdependent.

Our suppliers, affiliates, and third parties declare herewith

- to act with integrity
- to comply with the applicable legal systems, e.g., human rights, anti-corruption, data privacy, competitions, environment, and the Ten Principles of the United Nations Global Compact.
- to ensure our Code of Conduct is also respected by their own business partners
- to act honestly and fairly.

02 Corporate Social Responsibility

Our accountability towards social responsibility enables us to have long-term integer success with our suppliers, affiliates, third parties, stakeholders, shareholders, and employees.

Human Rights	From our business partners we expect heightened attention to ensure respect and fulfilment of human rights applicable to their country of jurisdiction.
Child Labour	Child labour must be rejected by our business partners (International Labour Organization (ILO) Convention 138 and 182) at any time and prevention measurements taken.
Labour Laws	Labour Practices exclude forced labour in form of slavery, involuntary work, indentured labour, bondage, and human trafficking.
Wellbeing	Human wellbeing must be ensured by retaining from inhuman or degrading treatment or punishment (ILO Conventions 29 and 105). This includes appropriate working time, regular employment contracts, and reliable payment of salary and wages according to their minimum payment standards in their respective country, and mental health.
Diversity	Act as role models for diversity, inclusion and do not tolerate discrimination due to religion, ethics, sex, etc. (ILO Convention 100 and 111).
Equality	Provide equal opportunities to every employee, irrespective of skin colour, race, nationality, ethnicity, political affiliation, social background, disabilities, gender, sexual integrity, religious conviction, or age.

Freedom of association	Ensure freedom of employed staff to associate in a formation of interest groups must be given. Employees shall be free to choose a representative who will negotiate and speak on their behalf (ILO Convention 87 and 98).
Health & Safety	Act in accordance with applicable statutory and international standards for health and safety to provide safe working conditions. This shall enhance to products & services, include regular staff training and a health & safety management system. Business partners comply with safety regulations and standards implemented at customer sites.
Environment	Minimize environmental footprint and continuously improve toward environmental protection and sustainability.
Data Protection	Protect data generated, provided or accessible to you. Process personal data confidentially and responsibility and ensure it is used only for legitimate purposes.
Donations/ Sponsorship	We engage in voluntary donations or sponsorship to organizations o people of our choice without anticipation of competitive advantage.

03 Fair Business Practices

Corruption	Tolerate no form of corruption, bribery, fraud, or economic crime directly or indirectly. Any payments must not serve the purpose of unfair advantage.
Conflict of Interest	Avoid and/or disclose all conflicts of interest that may influence business relationships.
Competition	Act with all national and international competitive laws and regulations and do not engage in activities that influence prices, market, or customer allocation, bid rigging or customer relations.
Anti-Money Laundering	Take measures to prevent money laundering activities.
Anti-Terrorism	None of our business partners is directly or indirectly engaged in financing of terrorism or providing services & products enabling terrorism.
Invitations and Gifts	Receiving and giving invitations and gifts need to be handled with great precaution to avoid anticipation of any improper benefits or preferential treatment.
Export and Import controls	Comply with effective laws on the import and export of goods, services and information and follow current embargoes and sanctions established by government representatives.

04 Compliance

Use reasonable efforts to ensure Business Partners comply with the principles set out in this Code of Conduct.

Grievance Mechanism Follow along with business appropriate compliance management system to enable parties to report crimes or business misconduct anonymously. Retaliations against persons who report violations of the principles set out in this Code of Conduct shall never be tolerated. (“Whistle-blower”).

Audit WEME Global is allowed to irregularly and unannounced verify implementation of principles stated in this Code of Conduct. It shall be emphasized that forthcoming of potential violations by our business partners is a sign of trust and honesty established in our business relations.

Conflict of Interest In case violations to these principles are uncovered and are of minor nature the business partners will be given the opportunity to implement corrective actions and prevent reoccurrence in their organization within a binding period. For server violations (contradicting laws or UN resolutions) WEME reserves the right to sanction against the respective business partner, terminate the business relationship and seek arbitration for damages and other rights.

05 Report

Report We encourage every stakeholder to report any concerns or in case of uncertainty seek clarification to ensure Code of Conduct is always followed.

For more information see www.wemeglobal.com, contact WEME Global directly or use compliance@wemeglobal.com to get in touch.

06 Effective Date

Pursuant to Management Board decision of WEME Global GmbH on 28th August 2021

This policy extends to the operations and business activities of WEME Global and its affiliates. In case of conflict between the applicable laws of a country and WEME’s policies, the law becomes precedence. Subject to changes and errors.