

# WEME Global

## Management Commitment

At WEME Global we are convinced that collaborative commercial success and social responsibility are interdependent. Compliance toward governing laws is essential to our business success and extends toward operational excellence to satisfy our customers and establishes growth impact.

### 01 General Principles

Together with our stakeholders we commit

- to act with integrity
- to comply with the applicable legal systems, e.g., the Ten Principles of the United Nations Global Compact, International Labour Organization (ILO), General Data Protection Regulations (GDPR), Sarbanes-Oxley Act, Basel I and II, Health Insurance Probability and Accountability Act (HIPAA), Current Good Manufacturing Practice (CGMP) and expand to International Organization for Standards (ISO).
- to actively manage business performance of financial and non-financial targets
- to act honestly and fairly.

### 02 Corporate Social Responsibility toward our Stakeholders

Our accountability toward social responsibility enables us to have long term integer success with all our stakeholders.

Management System	Established and proved management systems support our activities to generate value for all our stakeholders through continuous improvement, transparency, solid impact measurements to execute toward our ambitious goals.
Strategy	WEME’s strategic decision making is based ambitious financial targets, on the values of integrity, sustainability, and human wellbeing. Customer and market insights are supporting our efforts to do the right thing for all our stakeholders.
Performance	Regular management reviews and broad communication of corporation growth targets ensure we are progressing toward our financial and non-financial goals with accuracy, speed and with sustainable effects.
Control	The solid Key Performance Indicator (KPI) dashboard enables us to make fact-based decision making, manage growth, set priorities, and helps us control our efforts in reference to their effectiveness. Our rigorous operating rhythm supports us to detect required changes early on and execute fast.
Competence	We continuously enhance our capabilities and knowledge by investing in technical solutions and people’s training to growth above and beyond. Our functional expertise, market insights, and experience enable us to balance economic and technologic benefits, leverage risk exposure and take

continuous improvement actions toward our financial compliance and profitability.

**Risk Management** In regular management and functional reviews, we identify opportunities to fasten our processes, reduce risk exposure, eliminate health & safety hazards, and improve our product & service quality constantly.

### 03 Operational Excellence

**Execution** We apply a fast, agile, and lean actionable approach, striving for solutions and respond to business operational execution obstacles timely and generate stakeholder value.

**Quality** Our entire value chain from ideation, sourcing, and execution acts with a strong emphasis on timely delivery of the best product & service quality supporting our customers in their quest to grow.

**Continuous Improvement** Core to our approach is continuous improvement of all our activities to increase business profitability, minimize risk exposures, and reduce environmental footprint.

### 04 Sustainability

**Responsibility** Our accountability toward the environment is reflected in our products and processes and by measuring the effectiveness of our actions we are making this part of our strategic decision making and our daily life routines.

**Performance** We are aiming to increase economic growth without harming our planet or exhausting its resources.

**Measure** An established environmental management system supports our activities through continuous improvement, transparency, impact measurements, and communication of our goals broadly and effectively.

**Control** Our tireless efforts to continuously improve our sustainability targets and reducing our environmental footprint requires us to apply systematic ways. Guided by our Sustainable targets, our [Quality, Environment, Health and Safety Standards](#) and [Code of Conduct](#). The Management Team put strong emphasis on combining the best of all worlds.

### 05 Quality, Health & Safety

**Infrastructure** At WEME we are committed to act with integrity toward our quality & environmental goals. Effective measurement systems track and trace our efforts to continuously improve and grow above and beyond our ambitious goals. Strategic decision making is based on Key Performance Indicators (KPIs) of our non-financial and financial goals.

Our organization is built to uncover, prevent, and eliminate quality, environmental and safety hazards before they occur. A designated team and responsibilities within various functions keep track of our efforts toward a safer and better business environment.

Zero Approach	The wellbeing of our employees is uncompromisable. WEME follows a zero-accident approach putting safety first.
Messaging	Regular trainings, newsletters, reminders, formal and informal conversations with leadership support our organization to communicate broadly and effectively safety requirements.
Partner	Business partners ensure their employees receive appropriate safety trainings regularly and take preventive action to reduce risk. WEME product & service development teams are reliant toward reducing environmental footprint and strict health & safety regulations for the benefit of our customers.
Crisis response	Emergency response protocols ensure immediate assistance in case of emergencies. Our preventive actions, training, reporting tools, and preparation of events and the exemplary behaviour of our employees help us to never use crisis plans.

## 06 Compliance

Report We encourage every stakeholder to report any concerns or in case of uncertainty seek clarification to compliance related matters.

For more information see [www.wemeglobal.com](http://www.wemeglobal.com), contact WEME Global directly or use [compliance@wemeglobal.com](mailto:compliance@wemeglobal.com) to get in touch.

## 07 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.