WEITBLICK GmbH & Co. KG
Reinhard-Heraeus-Ring 5, 63801 Kleinostheim

V 3.0 | 03.06.2025 | E. Geue, M. Grytz

CODE OF CONDUCT
of WEITBLICK GmbH & Co. KG

PREAMBLE AND SCOPE
Founded in 1931, WEITBLICK GmbH & Co. KG is a family-run company with a long-standing tradition and extensive experience as a premium manufacturer of workwear. Since our founding, we have pursued the vision of offering our customers perfectly fitting products. With a team of over 150 employees in Germany and in cooperation with production sites abroad, we provide our customers with workwear that meets the highest quality standards and is individually tailored to their needs using innovative materials and designs.
This Code of Conduct applies to the management and employees of WEITBLICK GmbH & Co. KG and serves as a foundation for their own business activities as well as those of their business partners throughout the entire supply chain (e.g., production facilities, suppliers, etc.). The guideline is part of our commitment to fully uphold corporate due diligence. Business partners of WEITBLICK GmbH & Co. KG must ensure that this Code of Conduct is observed both within their own operations and by all companies involved in the production processes of WEITBLICK GmbH & Co. KG products. WEITBLICK GmbH & Co. KG intends to work exclusively with business partners who are able to comply with the contents of this Code of Conduct.
A positive future is our goal, and our corporate strategy is the path to achieving it—shaped by sustainable and fair solutions for all employees, fully realizing the potential of WEITBLICK. Each generation of our family has demonstrated that passion makes the decisive difference. It is from this passion that we draw the courage for new ideas, the drive to give our best, and the confidence to remain committed to our vision: "Creating enthusiasm together."
The way we interact daily with our business partners, employees, and customers is of great importance to us. Our values serve as guiding principles that shape how we work, how we evaluate our results, and what we strive to improve continuously.

GENERAL PRINCIPLES, LAW AND LEGISLATION:
WEITBLICK GmbH & Co. KG is committed to complying with all applicable national laws and other relevant regulations in all business actions and decisions. In this context, we define our principles for social compliance based on the OECD recommendations for the textile sector, the International Bill of Human Rights, and the ILO Core Labour Standards as follows:

a. Prohibition of Child Labour
Child labour is not tolerated by WEITBLICK® GmbH & Co. KG or its business partners. The regulations of the United Nations on human and children's rights must be observed, particularly the compliance with the Minimum Age Convention for Admission to Employment (ILO Convention No. 138) and the Convention on the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour (ILO Convention No. 182).

b. Prohibition of Forced Labour
Any form of forced labour, debt bondage, or slave labour is strictly rejected. All employment must be voluntary and based on employment relationships that comply with national laws and procedures. Employees must not be required to deposit or withhold identification documents. Any direct or indirect measures that prevent employees from leaving the company or production site are prohibited.

WEITBLICK GmbH & Co. KG
Reinhard-Heraeus-Ring 5, 63801 Kleinostheim

c. Prohibition of Discrimination
WEITBLICK GmbH & Co. KG and its business partners are committed to opposing all forms of discrimination in accordance with applicable rights and laws. This particularly includes the unequal treatment of employees based on gender, disability, ethnic or cultural origin, religion or belief, age, or sexual orientation.

d. Particularly Vulnerable Groups
WEITBLICK GmbH & Co. KG has identified particularly vulnerable groups through a separate risk assessment. These may include individuals who are at risk of discrimination due to their appearance, gender, sexual orientation, ethnic or religious background. WEITBLICK is committed to the special protection of these vulnerable groups and their interests. Examples of vulnerable groups include: women, pregnant individuals, people from ethnic minorities and affiliations (e.g., Jews, Roma, Tibetans, Uyghurs, Muslims, ethnic Kazakhs, followers of Falun Gong, Christians), individuals discriminated against due to sexual orientation and gender identity—especially members of the LGBTQIA+ community—people with disabilities and/or impairments, individuals with chronic illnesses, refugees, migrants, seasonal workers, Syrian nationals in Southeastern Europe, apprentices, employees nearing retirement age, and individuals facing discrimination due to language, HIV-positive status, or social status. This list is not exhaustive and will be expanded and adjusted as needed.

e. Disciplinary Measures
All employees have the right to be treated with respect and dignity. Any form of physical, psychological, sexual, or verbal punishment or coercion, as well as any other form of abuse or intimidation, is prohibited. Disciplinary measures must comply with national laws and internationally recognized human rights.
Explanation:
i. Warnings or references to breaches of duty or poor performance must be discussed personally between the employer and the employee and/or their representative.
ii. The employee has the right to appeal against warnings and disciplinary measures. These objections must be documented.

f. Fair Working Conditions / Freedom of Association and Collective Bargaining
WEITBLICK GmbH & Co. KG and its business partners respect the right of their employees to freedom of association, particularly the right to form or join organizations of their choice and to engage in collective bargaining. In situations where the rights to freedom of association and collective bargaining are legally restricted, alternative means must be provided to allow independent and free association and collective bargaining. Employee representatives must be protected from discrimination and must be granted free access to employees at their workplace.

g. Working Hours
WEITBLICK GmbH & Co. KG and its business partners will comply with applicable laws and industry standards regarding working hours. The regular workweek shall not exceed 48 hours, and including overtime, shall not exceed 60 hours. Overtime must be voluntary and compensated in accordance with legal requirements. Employees are entitled to at least one day off after six consecutive working days.

h. Wages and Promotion of Living Wages
WEITBLICK GmbH & Co. KG and its business partners will ensure that wages for a standard workweek meet or exceed the legal or industry minimum wage. Employees must receive all benefits required by national law (e.g., insurance contributions, allowances, etc.). It must be ensured that employees receive regular, complete, and understandable information about their wages and benefits. Wages must be paid in accordance with local practices. Unjustified wage deductions and deductions as disciplinary measures are not permitted. WEITBLICK GmbH & Co. KG is also committed to promoting living wages through dialogue with its partners.

WEITBLICK GmbH & Co. KG
Reinhard-Heraeus-Ring 5, 63801 Kleinostheim

i. Working Environment, Health and Safety

WEITBLICK GmbH & Co. KG and its business partners shall provide a safe, healthy, and hygienic working environment for employees, and, where applicable, appropriate living conditions. Occupational health and safety policies and procedures must be implemented and communicated to employees to prevent accidents and injuries during work or as a result of operating company equipment. This can be achieved through training, signage, and notices. All applicable national and industry-specific health and safety regulations must be observed. WEITBLICK GmbH & Co. KG is committed to the continuous improvement and development of working conditions.

j. Bribery and Corruption

WEITBLICK GmbH & Co. KG and its business partners do not tolerate any form of corruption or bribery, whether direct or indirect, in the form of money, gifts, or other unfair advantages. The company and its employees must refrain from any behavior that could lead to personal dependencies or manipulation. Employees are prohibited from abusing their position to grant unjustified personal or commercial advantages. They must not offer inappropriate gifts to business partners, and no gifts may be given to public officials or government employees. Employees may only accept gifts of minor value, provided there is no risk of manipulation or perceived manipulation of the recipient.

k. Subcontracting and Indirect Procurement

Subcontracting requires notification to and approval by WEITBLICK GmbH & Co. KG. Companies entering the supply chain through subcontracting must adhere to this Code of Conduct. Subcontractors are subject to the same qualification procedures as direct suppliers. In cases of indirect procurement via agents, purchasing offices, or importers, these intermediaries are responsible for evaluating the qualifications of suppliers or subcontractors.

l. Environmental Protection

WEITBLICK GmbH & Co. KG actively considers environmental protection in the conduct of its business activities and strives for continuous and long-term improvement based on the following guiding principles:

- Compliance with our environmental protection measures is a firmly established corporate objective and is continuously improved so that WEITBLICK contributes to the overarching goal of sustainable development.
- Throughout the entire production process and upstream stages, efforts are made to minimize water consumption and water pollution.
- Greenhouse gas emissions are reduced, and natural resources and energy are used as efficiently as possible.
- WEITBLICK GmbH & Co. KG ensures proper waste disposal and aims to minimize waste generation—whether in product development, shipping, or internal office operations.
- Purchased products and packaging must comply with the current provisions of the EU Deforestation Regulation.
- Packaging is optimized, reduced, and made recyclable wherever possible. Compliance with the EU Packaging and Packaging Waste Regulation (PPWR) must be ensured by suppliers upon its implementation. Compliance with these requirements is also expected from suppliers, customers, and other business partners.

m. Chemicals

WEITBLICK GmbH & Co. KG and its business partners are committed to responsible chemical management:

- WEITBLICK GmbH & Co. KG and its business partners ensure the proper handling of chemicals during use, storage, transport, and disposal through appropriate processes and procedures.
- Throughout the entire production process and upstream stages, efforts are made to reduce the use of chemicals, considering environmental, occupational, and consumer protection, or to replace them with better alternatives.

WEITBLICK GmbH & Co. KG
Reinhard-Heraeus-Ring 5, 63801 Kleinostheim

- Suppliers must ensure compliance with the REACH Regulation in its current version and fulfill all related requirements, as well as other German and European legal requirements regarding the marketability of delivered products.
- Delivered products must always comply with the current requirements of the POP Regulation (EC) No. 850/2004 and its amendments.
- The EU Regulation 2024/2462, which came into force on October 10, 2024, with a transition period until October 10, 2026, restricting perfluorohexanoic acid (PFHxA), its salts, and related substances, must be observed regarding the placing of products on the market.

n. Complaint Mechanism

Complaints or information about violations of this Code of Conduct can be reported anonymously via email, phone, or letter to WEITBLICK GmbH & Co. KG. Additionally, there is the option to use the whistleblower channel. We kindly ask that only truthful information be reported. Complaints should be factual and verifiable. Submitting a complaint will not result in any form of retaliation or penalty (e.g., defamation or dismissal) by the supplier or WEITBLICK. Complaints are treated with strict confidentiality and anonymity and can be submitted in any language.

INFORMATION AND COMMUNICATION

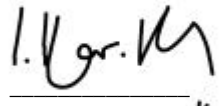
This Code of Conduct must be freely accessible and understandable in the respective national language to all employees of the company and all business partners along the value chain.
WEITBLICK GmbH & Co. KG is committed to actively communicating this policy to all employees and business partners. Any violation of this Code must be reported to WEITBLICK GmbH & Co. KG without delay.

COMPLIANCE AND CONSEQUENCES

Compliance with the provisions of this Code of Conduct is systematically reviewed on a regular basis (at least once a year).
WEITBLICK GmbH & Co. KG will terminate the business relationship without further notice if legal violations persist despite the business partner having been informed of the breach, a subsequent warning having been issued within a reasonable period, and the business partner having failed to demonstrate both valid reasons for the delay in implementation and a genuine intent to remedy the violation as quickly as possible.

WEITBLICK GmbH & Co. KG
Reinhard-Heraeus-Ring 5
63801 Kleinostheim
Tel. +49 (0) 6027 506 444

Kleinostheim, June 2025



Isabelle Ilori-King
Managing Direktor
& Shareholder



Felix Blumenauer
Managing Direktor

WEITBLICK GmbH & Co. KG
Corporate Responsibility & Impact Management
Reinhard-Heraeus-Ring 5
63801 Kleinostheim

phone +49 (0) 6027 - 506 232
mail responsibility@weitblick.vision