



WILKA – Code of Conduct

1. Preamble

WILKA Schließtechnik GmbH is committed to a value-oriented, ethical, and legally compliant corporate governance, which forms the foundation of its entrepreneurial and social actions. The self-understanding of responsibility for rules, laws, the environment, employees, and society is an integral part of our business philosophy. These guidelines represent binding rules that must be observed by all employees, managers, and the management of our company, thus promoting responsible behavior. We expect the same behavior from all our business partners, suppliers, and customers.

It applies to a mutual understanding of respect, tolerance, honesty, and trust, which is significantly shaped by personal contact between all parties involved. Long-term cooperation and mutual consideration have led to a close bond between the company and its employees. We are convinced that this mutual approach forms the basis for long-term profitable growth, ensuring sustainable value enhancement of our company and securing the future for the next generations.

2. Corruption/Antitrust Law/Exclusion of Forced Labor

WILKA does not tolerate forced labor, slave labor, or similar comparable work. All work must be voluntary, and employees must be able to terminate their work or employment relationship at any time with due notice. In addition, unacceptable treatment of workers, such as psychological hardship, sexual and personal harassment, must not occur.

Suppliers/customers must comply with all applicable anti-corruption regulations. They must not practice or tolerate any form of corruption. Supply chain participants will neither offer nor accept bribes or other illegal incentives to/from their business partners. Supply chain participants are required to fulfill their legal obligations to prevent money laundering and ensure they are not involved in transactions that serve to conceal or integrate criminal or illegally acquired assets.

Antitrust Law

We support a free market and consider fair and undisturbed competition the best way forward. WILKA complies with the applicable antitrust laws regulating competition, which protect and promote competition. Questions of doubt can be addressed to the contact person of the whistleblower policy.

Prohibition of Child Labor

WILKA respects children's rights to development and education. Child labor must not be used at any time, and minors should not be prevented from attending school. WILKA adheres to the regulations of the United Nations and locally applicable laws against child labor and rejects any form of forced labor.

3. Principles of Social Responsibility

We are committed to complying with all applicable local, national, and European laws, regulations, and standards to protect the environment. It is one of our clear principles to minimize environmental hazards and improve environmental protection in daily operations. In addition to these legal regulations, employees are encouraged to internalize the company philosophy, our values, and all other ethical and moral requirements of this code of conduct.

Business Secrets

WILKA obliges its employees to observe trade and business secrets. Confidential information must not be passed on or made accessible to third parties without authorization, with exceptions confirmed in writing by a competent authority.

Working Hours

Working hours (including overtime) must comply with applicable laws and regulations, collective agreements, and international conventions. When overtime is paid, the payment follows the respective legal and/or collectively agreed regulations. Work or services outside the normal daily working hours must not be forced by exploiting the vulnerability of an employee under the threat of punishment.

Fair Wages and Working Conditions

WILKA is committed to complying with all applicable laws and regulations, including those related to minimum wages, overtime, and legally mandated social benefits. WILKA undertakes to pay wage rates that are not lower than those established for trade or industry in the country where the work is performed. Where there is no statutory obligation to set a minimum wage, ILO Convention No. 131 serves as the basis for determining the minimum wage. Employees must be fairly and promptly compensated.

Prohibition of Discrimination

WILKA respects cultural differences and is committed to opposing any form of discrimination. This applies to discrimination against employees based on race, color, age, gender, sexual orientation, ethnic origin, disability, religion, political affiliation, union membership, national origin, social origin, or marital status (see ILO Conventions No. 100 and 111). WILKA expects the same behavior from supply chain participants according to the principles of this code of conduct.

Health and Safety

WILKA ensures that the health and safety risks for employees resulting from their activities are minimized. WILKA supports and ensures continuous development to improve the working environment.

Environmental Guidelines

WILKA commits itself and expects its supply chain participants to strive to conserve valuable resources, consume less energy, and generate less waste and emissions through sustainable use. Both in the development of new products and in the operation of production facilities, care must be taken to ensure that all associated impacts on the environment and climate are kept as low as possible and that products contribute positively to environmental and climate protection.

CO2 Emissions and Water Consumption

WILKA commits to acting in accordance with regulations to limit CO2 emissions and water consumption, promoting energy-saving solutions, and implementing logistics strategies that minimize environmental impacts.

4. Compliance and Due Diligence

WILKA commits to informing its employees about the contents and obligations resulting from this WILKA code of conduct. WILKA is committed, particularly through the design and, if necessary, adaptation of policies and processes, to ensure that the company adheres to the principles of this code. If employees are in a conflict of interest or are unsure if a conflict of interest exists, a contact person according to our whistleblower policy can be contacted. WILKA will not sanction or subject employees who expose grievances to labor-related consequences.

As a participant in the supply chain, WILKA expects its employees and partners to act responsibly and fulfill the principles and requirements of this code of conduct.