

# Supplier's Declaration on Sustainability and Compliance

## 1 Introduction

WEBER is a value-oriented family business that is committed to certain core values. Sustainability precedes maximisation of short-term profit. Weber is a company with operations worldwide in a wide variety of countries and cultures. Therefore, this Supplier's Declaration applies worldwide and must not be interpreted in a "regional" sense. Weber pursues a "zero tolerance" strategy when it comes to unethical business behaviour such as child labour, corrupt business conduct, cartel agreements and the like. We place great emphasis on integrity in business dealings and expect suppliers and service providers (hereinafter collectively referred to as "Supplier") to conduct their business by applying equivalent standards and benchmarks.

## 2 Compliance

In its business activities, the Supplier shall comply with the laws in force worldwide. It ensures compliance with measures appropriate to the risks of its business activity and its size.

## 3 Human rights

In their business activities in all countries, Weber Suppliers commit themselves to:

- a) respect the personal dignity, privacy and rights of the individual;
- b) refrain from work performed under any form of coercion (prohibition of forced or compulsory labour);
- c) refrain from any employment of children below the local legal minimum employment age
- d) refrain from any form of discriminatory behaviour with regard to race, ethnic origin, gender and sexual orientation, religion, belief, ideology, disability, age, trade union membership, etc.;
- e) refrain from any kind of sexual harassment

## 4 Working conditions

As a Weber Supplier, you ensure fair working conditions and health and safety in the workplace under the applicable laws. These include, among others:

- a) fair remuneration and compensation with regulated working hours, taking into account the relevant legal provisions (in particular, the regulations on the minimum wage must be observed);
- b) a working climate that enables workers to raise their concerns about the employment relationship individually or collectively under the applicable legislation on collective representation and trade union membership and without fear of discrimination, in whatever form;
- c) appropriate organisational and other measures as part of the management of safety and health risks in the workplace, in any case at least compliance with the legal requirements applicable to the workplaces;
- d) ensure that workers are aware of the risks in the workplace and have been adequately trained to prevent them.

## 5 Environmental standards

As a Weber Supplier, you commit yourself to careful and sustainable use of natural resources and act providently in the sense of increased responsibility of the company towards the environment and the promotion of environmentally friendly, especially energy and water-saving technologies.

Optimum environmental protection must be ensured at all stages of the manufacturing process. This includes the prevention of accidents that can have a negative impact on the environment, as well as reducing emissions in general.

A separate hazardous materials management system ensures that hazardous materials can be safely handled, transported, stored, reprocessed, reused or disposed of.

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### 6 Material Compliance

The purpose of material compliance is to ensure the safe handling of materials and commodities used in Weber products. The material compliance requirements apply as much as other material or product requirements. The material compliance standard is a legal requirement (e.g. REACH [Registration, Evaluation, Authorisation and Restriction of Chemicals], RoHS [Restriction of Hazardous Substances Directive], etc.).

The Supplier is obliged to obtain the respective current guidelines, laws and standards on its own. It is the Supplier's duty of care not to use prohibited substances or to observe and point out corresponding restrictions. Products and raw materials of unknown origin and/or composition, or raw materials, for which no sufficient material data is available, must generally not be used.

### 7 Conflict minerals

The Supplier undertakes to do everything in its power not to allow the use of so-called conflict minerals. This especially concerns raw materials such as columbite-tantalite (coltan, niobium, tantalum), cassiterite (tin), gold, wolframite (tungsten) from the DR Congo and its neighbouring states. This is based on Section 1502 of the US Dodd-Frank Act of 2010, Regulation (EU) 2017/821 of 17 May 2017 and comparable national and international legal obligations. The supplier also undertakes to refrain from any purchase of materials from illegal sources.

### 8 Business ethics

- a) Corruption: The Supplier complies with applicable national and international anti-corruption regulations, laws and standards. As a Weber Supplier, you consistently reject any form of bribery, unlawful acceptance or granting of advantages in your business activities.  
As a Weber Supplier, you agree to stand against all forms of corruption, including extortion, bribery and embezzlement. You ensure through appropriate measures in your company that your employees and business partners are aware of the rules applicable in connection with corruption and comply with the same. In your dealings with Weber employees, you refrain from giving gifts that go beyond customary occasional gifts of low value;
- b) Free competition: As a Weber Supplier, you completely refrain from any anti-competitive behaviour such as price agreements, splitting of market segments, price fixing, etc. in the interest of free competition.
- c) Money laundering: The Supplier shall respect applicable laws and regulations concerning money laundering.
- d) Other: It shall disclose potential conflicts of interest in connection with Weber's business activities without being asked to do so.  
As a Weber Supplier, you are concerned about protecting the trade secrets of Weber and its business partners. Similarly, respect the property rights of others.  
As a Weber Supplier, you comply with the applicable data protection regulations.

### 9 Final provisions

- a) For its part, the Supplier undertakes to enforce analogous principles vis-à-vis its own suppliers and service providers.
- b) Weber reserves the right to verify compliance with this Supplier's Declaration by taking appropriate measures.
- c) This Supplier's Declaration on Sustainability and Compliance comes into force upon signature and is valid as long as the business relationship between Weber and the Supplier exists.

Place \_\_\_\_\_, date \_\_\_\_\_

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Signature and position held in the company