

Corporate Governance Guideline

Human Rights and Global Decent Work Principles

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1. Scope of application

All Weidmüller Entities worldwide.

2. Introduction

Weidmüller, as a family-owned company, respects and supports compliance with internationally recognized human rights and takes special consideration of rights of vulnerable groups. We

- respect the personal dignity, privacy, and personal rights of each individual.
- protect and uphold the right to freedom of speech and freedom of expression.
- do not tolerate unacceptable treatment of employees such as physical and psychological hardship, sexual and personal harassment, or discrimination.

We consider human rights as a fundamental component of responsible corporate governance. These principles incorporate and specify the principles of our Code of Conduct which is mandatory for our employees and business partners and applies in all branch offices, production sites and business units within our company worldwide. We are committed to the following international human rights standards, among others:

- the United Nations Universal Declaration of Human Rights (UDHR)
- the OECD Guidelines for Multinational Enterprises
- the ILO Declaration on Fundamental Principles and Rights at Work
- the United Nations Guiding Principles on Business and Human Rights
- the Ten Principles of the UN Global Compact

As a participant of the United Nations Global Compact, we are committed to upholding human rights and respecting the rights of employees and their representatives. At Weidmüller, we commit to prevent, mitigate and as far as possible end adverse impacts on human rights within our business operations globally. At Weidmüller, we follow the fundamental Conventions of the International Labour Organization (ILO):

- freedom of association and the effective recognition of the right to collective bargaining
 - ILO 87: Freedom of Association and Protection of the Right to Organise Convention, 1948
 - ILO 98: Right to Organise and Collective Bargaining Convention, 1949
- the elimination of all forms of forced or compulsory labour
 - ILO 29: Forced Labour Convention, 1930
 - ILO 105: Abolition of Forced Labour Convention, 1957
- the effective abolition of child labour
 - ILO 138: Minimum Age Convention, 1973
 - ILO 182: Worst Forms of Child Labour Convention, 1999
- the elimination of discrimination in respect of employment and occupation
 - ILO 100: Equal Remuneration Convention, 1951
 - ILO 111: Discrimination (Employment and Occupation) Convention, 1958
- a safe and healthy working environment
 - ILO 155: Occupational Safety and Health Convention, 1981
 - ILO 187: Promotional Framework for Occupational Safety and Health Convention, 2006

For us, social responsibility is an essential aspect for the long-term success of our company. Weidmüller has introduced these Decent Work Principles based on the SA 8000 and ISO 26000 standards to have a uniform social standard in the Weidmüller Group and to demonstrate compliance with social values. These principles apply to our employees, business partners, shareholders, suppliers, and customers.

3. Abolition of Child Labour

For Weidmüller, human rights are paramount. Therefore, we respect and adhere to the ILO Conventions and strictly oppose any form of child labour as defined by ILO Convention No. 138 and No. 182.

Children, as defined by international law, must not work for Weidmüller or our suppliers nor are we benefitting from child labour in any other way. Children are our future and must always be protected and safe. Through our systematic recruitment process, we verify the appropriate age of all our candidates and employees according to the respective national standards and official identification documents, e.g. ID cards.

For the unlikely event that child labour is identified as part of our operations or within our sphere of influence, Weidmüller ensures that children are removed from work immediately and that they are provided with appropriate alternatives, particularly education. Furthermore, we support these children to attend school until they are no longer a child as defined above. At Weidmüller, we inform our workforce and other involved parties about child labour issues and relevant internal procedures; any incident is documented, and procedures are in place to prevent and to address identified child labour.

Young workers may undertake light work with us, e.g. apprenticeships, internships or holiday work, if it does not harm them or interfere with school attendance or other activities necessary for their development (e.g. recreational activities). This is not considered child labour. However, if young workers are required to attend school, Weidmüller ensures that their work takes place outside of school hours. Under no circumstances may a young worker's total school, work, and travel time exceed 10 hours per day, and in no case are young workers allowed to work more than 8 hours per day. Young workers must not work at night. We do not hire employees who do not have a minimum age of 15 years and ask for proof of age. In countries covered by the developing country exception under ILO Convention No. 138, the minimum age may be reduced to 14 years. We do not hire employees for hazardous work who cannot demonstrate a minimum age of 18 years in accordance with ILO Convention No. 182.

Weidmüller ensures that children and young workers are not exposed to situations - on or off the job - that are dangerous or unsafe in terms of their physical and mental health and development.

4. Abolition of Forced Labour

At Weidmüller, we are strictly opposed to forced or compulsory labour and all forms of slavery, including modern forms of slavery and human trafficking. All employer practices must be in line with ILO Conventions No. 29 and No. 105 as well as the Protocol of 2014 to the Forced Labour Convention. Consequently, Weidmüller does not engage in, benefit from, or support forced or compulsory labour, neither does any other third-party providing labour to us.

No work or service must be required of any person under threat of punishment or under compulsion. Weidmüller does not use, benefit from, or support prison labour unless the prisoners have been convicted by a court of law and their work is under the supervision and control of a public authority. In case Weidmüller uses prison labour, it is done on a voluntary basis and working conditions are fair and reasonable.

Weidmüller does not withhold any original identification documents and does not require the workforce to pay "deposits" to the organization or a third-party to guarantee continued employment. Neither Weidmüller nor any other third-party providing labour to us, withholds any portion of employees' wages, benefits, personal property or documents to coerce employees to continue working for the organization. Our employees have the right to leave the workplace at the end of their normal workday. Employment relationships are always based on voluntariness and adhere to national and international law and can be terminated accordingly.

5. Freedom of Association and Collective Bargaining

At Weidmüller, all employees have the right to form, join or organize a union of their choice to bargain collectively with the organization on a representative basis according to ILO Conventions No. 87 and No. 98. In case the right to freedom of association and collective bargaining is restricted by law, our employees can request Weidmüller to find a local compromise that meets the interests of our employees. We recognize representative associations formed or joined for the purpose of collective bargaining.

At Weidmüller, labour regulations and conditions may be determined through voluntary collective bargaining. We provide the appropriate tools and relevant information to the representatives of our employees so they can carry out their functions and tasks successfully as well as their collective bargaining. Collective agreements should contain rules and processes for the settlement of disputes. Weidmüller does not interfere with the establishment, operation, or administration of labour organizations or collective bargaining in any way.

We respect the right of collective bargaining and inform employees that they can join an employee organization of their choice without fear of negative consequences or retaliation from the organization. Weidmüller ensures that union members, employee representatives and other employees involved in employee organizations are not discriminated against, harassed, threatened, or oppressed because they are union members, employee representatives or are involved in employee organizations. Weidmüller guarantees access for representatives to their members at the workplace. For example, Weidmüller has a Group Works Council of 6 representatives in Germany.

6. Equal Opportunities and Non-Discrimination

At Weidmüller, we stand for fair treatment of all employees and are committed to maintaining equal opportunities while preventing all forms of discrimination as stipulated in the ILO Conventions No. 100, and No. 111.

Consequently, we designed our corporate policies with non-discrimination in mind. Discrimination might occur based on, but is not limited to, ethnicity, race, skin colour, gender, religion, nationality, territorial or social origin, political opinion, age, disability, sexual orientation, family responsibilities, marital or family status, union membership, or any other criteria that discriminates or supports discrimination. The following criteria is also considered discriminatory: personal relationships and health conditions such as the HIV/AIDS status. We do not force the workforce to take pregnancy or virginity tests under any circumstances.

This is consistent with the general principle that Weidmüller's policies and their practical implementation regarding hiring as well as compensation, terms and conditions of employment, access to training, promotions, and termination of employment and retirement are based solely on the requirements of the job.

We do not tolerate any behaviour that is threatening, abusive, exploitative, or sexually coercive, including gestures, language, and physical contact at the workplace and at all Weidmüller locations. Weidmüller takes active steps to prevent harassment at the workplace by evaluating the impact of our organizational policies and activities to promote equal opportunity and non-discrimination regularly.

We take affirmative action to protect and promote vulnerable groups. This may include, for example, creating jobs for persons with disabilities, a partial retirement program, part time and job sharing, and apprenticeships as well as equal employment opportunities for women, and more balanced representation of women in leadership positions.

We do not interfere with the exercise of employees' rights to monitor policies or practices or the right to meet needs related to ethnicity, race, skin colour, nationality, territorial social origin, religion, age, disability, gender, sexual orientation, family responsibilities, marital or family status, union membership, political views, or any other possible situation that could lead to discrimination. At Weidmüller, we welcome diversity and promote equal opportunities. For this reason, we signed the Diversity Charter (Charter der Vielfalt) in 2009 and continue to develop our diversity strategy and management.

7. Working Conditions and Social Security

For Weidmüller, working conditions and social security of our employees are very important. We offer decent working conditions in terms of:

- Compensation
- Benefits
- Working hours
- Breaks and rest periods
- Paid annual leave
- Occupational health and safety
- Maternity protection
- Fair disciplinary and termination practices
- Other matters of well-being, e.g. work-life-balance

Social security of our employees is important for preserving the human dignity, fairness, and social equality. Weidmüller treats its workforce with decency and respect. We do not engage in or tolerate physical punishment, mental or physical compulsion, or verbal abuse of employees. Harsh or inhumane treatment is prohibited.

7.1 Working Hours

At Weidmüller, we ensure that working conditions, in regards of working hours, breaks, and holidays comply with national laws and regulations and are in line with relevant international labour standards, especially where no corresponding national legislation has yet been adopted. We respect higher benefits established by legally binding instruments such as collective bargaining agreements and industry standards. Weidmüller respects the right of its employees to adhere to common or agreed working hours as set out in laws, regulations, or collective agreements. In addition, we also provide our workforce adequate weekly rest periods and paid annual leave.

Weidmüller employees are granted at least one day off after six consecutive days of work and the working hours of a normal work week, excluding overtime, are not allowed to exceed 48 hours. Exceptions to this rule apply if both of the following conditions are met: Firstly, national law allows working hours to exceed this limit; and secondly, a freely negotiated collective bargaining agreement is in effect that allows average working hours, including reasonable rest periods. We allow the observance of national or religious traditions and customs as far as possible. Weidmüller aims to provide all employees with working conditions, to the maximum extent possible, that allow for work-life balance and are comparable to those of similar employers locally.

We respect the family commitments of our employees by offering reasonable working hours. If feasible and regulated by law, parental leaves as well as other benefits like cafeterias at several locations are offered to achieve an appropriate work-life balance for the workforce.

7.2 Compensation

At Weidmüller, we provide equal pay for equal work. Our wages and salaries for a normal work week, excluding overtime, are always at least equal to minimum wages of national laws and regulations, minimum industry standards, or collective bargaining agreements. They meet our employees' and their families' basic needs and parts of them are freely disposable. We consider the general level of wages in the country, the cost of living, social benefits, and the relative standard of living of the society. In addition, we take economic factors into account, such as economic development requirements, productivity levels, and the desirability of achieving and maintaining high levels of employment. Our considerations to set wages and working conditions are reflected by collective bargaining or other national standards.

Weidmüller pays wages and salaries directly to the appropriate wage earners. Restrictions or deductions are only made if both of the following conditions are met: firstly, wage deductions for disciplinary actions are permitted by national law and secondly, a freely negotiated collective bargaining agreement is in effect permitting this kind of action.

Wages and benefits of the employees are explained to them clearly, in detail and every payment period in writing. We pay all wages and benefits lawfully and conveniently for the employees and these are under no circumstances late or limited as in the form of vouchers, gift cards, coupons, or bills of exchange.

Weidmüller does not use contracts for work and labour, consecutive short-term contracts and/or false apprenticeships or other schemes to avoid its obligations to employees under applicable labour and social security laws and regulations. We fulfil any obligation to provide social protection to our employees in the countries in which we operate.

7.3 Overtime

At Weidmüller, overtime must be performed voluntarily. Additionally, overtime working hours do not exceed 12 hours per week and are not requested on a regular basis. Any overtime performed is regulated in national laws, regulations, or collective bargaining agreements.

In case overtime is required to meet short-term demand and Weidmüller is party to a freely negotiated collective bargaining agreement representing a substantial portion of the workforce, we may demand overtime in accordance with those agreements. Any overtime contract meets the requirements on the hours of work of this policy.

When asking employees to work overtime, we consider the interests, safety, and welfare of the employees involved, as well as any potential danger of their work(place). Weidmüller complies with laws and regulations prohibiting compulsory and unpaid overtime and always respects the basic human rights of our employees in relation to forced labour.

8. Health & Safety

For Weidmüller, health and safety at work refers to the promotion and preservation of a high level of physical, mental, and social well-being of the workforce and the prevention of damage to health caused by working conditions. We also understand it as the protection of our employees from health risks and the adaptation of the professional environment to the physiological and psychological needs of our employees. The health and safety of our employees is important to us. Therefore, Weidmüller operates according to the ILO Conventions No. 155 and No. 187 Conventions for a safe and healthy working environment. We have also implemented our own management guideline for health and safety topics (C_043) which explains how we handle health and safety at Weidmüller worldwide. The guideline also includes guidance in cases of emergency, e.g. fire, storms or floods.

At Weidmüller, we develop, implement, and comply with occupational health and safety requirements based on the principle that strict health and safety standards correlate with organizational performance and are mutually supportive and reinforcing. Therefore, we take effective steps to anticipate potential problems and to prevent work-related injuries or illnesses that may arise out of, are related to, or occur in the course of work. Based on the state of knowledge in the field of health and safety in the electrical industry. We minimize or eliminate the causes of all risks in the work environment following the hierarchy of control measures: elimination, substitution, technical measures, administrative control, work procedures and personal protective equipment (PPE). Weidmüller does a risk evaluation and control of all potential health and safety risks at all Weidmüller (production) locations worldwide.

Weidmüller employees are informed about up-to-date health and safety measures and are obligated to always comply with all measures. It is our duty to ensure that the correct procedures are followed. Where risks persist even after effective reduction or elimination of the causes of all risks in the work environment, Weidmüller provides the workforce with appropriate safety equipment at our own cost. This includes personal protective equipment (PPE) required to prevent work-related injuries, occupational diseases, and accidents, as well as how to deal with emergencies. We provide the same health and safety protection for part-time and temporary workers, as well as subcontracted workers.

In case of any work-related injury, Weidmüller arranges for first aid and assists the employee in obtaining further medical care. We achieve this through first aid materials and a medical directory that is adapted to the risks of injury. This goes hand in hand with documentation procedures and investigations that we carry out in the event of all health and safety related incidents and problems to identify, prevent, reduce, eliminate, or otherwise respond to potential risks. For future reference, we maintain written reports of all health and safety incidents that occur at the workplace and in all facilities provided by us, whether owned, leased or contracted by service providers. Weidmüller adheres to the legally prescribed documentation period.

Weidmüller assesses all workplace risks for new, expectant, and breastfeeding mothers, including those who need to stop working, to ensure that all reasonable steps are taken to eliminate or reduce health and safety risks. Additionally, we assess and adjust our workplaces for employees in special circumstances, e.g. for people with disabilities and inexperienced or young workers, accordingly. Furthermore, we strive to eliminate psychosocial hazards at the workplace that may contribute or lead to stress and illnesses and provide appropriate training for all employees on all relevant health and safety topics.

Weidmüller enables employees to receive effective health and safety training on a regular basis, but at least once a year, including on-site trainings and work-related training. For example, Weidmüller trains against the dangers of noise, hazardous substances, power-driven work equipment, and electricity. These trainings are repeated for new and reassigned employees, where incidents have occurred, and when technology has changed and/or the introduction of new machinery poses potential risks to employees' health and safety. All costs related to health and safety measures are fully covered by Weidmüller. Employees do not bear any cost in part or in full.

At Weidmüller, we have a management representative responsible for ensuring a safe and healthy working environment for all employees and for implementing the health and safety requirements of this standard. Additionally, we established a health and safety committee consisting of a balanced group of management and employee representatives. Unless otherwise regulated by law, at least one committee member of the employees' side is filled by a recognized union representative. For example, we have a health and safety committee in Germany that also includes work council's representatives who are present in workplace inspections. In the event that the union does not appoint a representative or the organization is not unionized, employees shall appoint the employee representative. Decisions made by the committee are communicated to the entire workforce. The committee receives regular training and retraining to become competently engaged in improving health and safety conditions at the workplace. Formal occupational health and safety risk assessments are conducted regularly to identify and address actual and potential health and safety risks. Reports of those assessments and corrective and preventive actions taken are retained. Employees' participation in health, safety and environmental protection systems is important to us and we recognize and consider the following rights of our employees. All employees:

- Receive timely, complete, and accurate information about health and safety risks and receive the best available practices to manage these risks
- Are free to ask and be consulted on all health and safety issues related to their work
- Can remove themselves from seriously hazardous situations, which could expose them to an immediate or serious risk to their life or health or the life and health of others, and refuse to work without consulting the supervisor
- Can seek external advice from employee and employer organizations and from third parties who have health and safety expertise
- Can report health and safety problems to the appropriate public authorities
- Can participate in health and safety decisions and actions, including the investigation of incidents and accidents
- Do not have to fear retaliation for engaging in those activities

Weidmüller provides all employees with free access to clean sanitary facilities, access to drinking water and adequate space for meal breaks.

9. List of attachments

All relevant documents for this process are stored in the Weidmüller DokuWeb.