



Corporate Social Responsibility 2017 Progress Report



This is our Communication on Progress in implementing the principles of the United Nations Global Compact and supporting broader UN goals.

We welcome feedback on its contents.



FOREWORD BY THE GROUP MANAGEMENT

About Strategy and Values

Dear readers,

The world is changing – sometimes perhaps more quickly than we'd like. To keep our company on its successful course, we initiated a strategic project in 2015. The result is our new strategy, which builds on our strengths but also bolsters the development of our company's forward-looking approach. You can find more information on our repositioning in the section "Our Mission Statement."

And anyone who addresses the topic of the future cannot avoid the keyword "sustainability." This corporate value guides us on the path towards our vision of the future. Since our family company was established in 1951, we have stood for sustainability and responsibility and have campaigned for humanity and the environment in many ways. Since 2012, we have been a participant in the "UN Global Compact" multi-stakeholder initiative and have intensified our work on core social and environmental issues.

In the interest of transparency, we report on our contributions in this CSR Report. Although we are not subject to the CSR reporting requirement, we view this form of reporting as a management tool and communication tool for our stakeholders. And since we want to get better and better at this, we submitted a declaration of conformity with the German Sustainability Code (GSC) in 2017, for the first time. For us, sustainability is not a fad – it's a deeply rooted part of our identity as a family company and represents the active implementation of our social responsibility.

We hope you enjoy the report!

WAGO Group Management

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NOTE ON GENDER FAIRNESS

Any reference to persons in this report is to both genders, even when only the masculine form is used for better readability.

We apologize for any inconvenience.



INSIGHTS INTO OUR WAGO WORLD

Our Products

It all started in 1951 with an innovative idea: screwless terminal blocks. It was on the basis of this innovation that Heinrich Hohorst and Heinrich Nagel established WAGO-Klemmenwerk GmbH in Minden in the eastern part of the German State of Westphalia and used the patent purchased from Mr. Wagner and Mr. Olbricht for development of terminal blocks and push-in connectors with a spring pressure connection. This laid the foundation for WAGO Kontakttechnik GmbH & Co. KG, which has remained a family-owned company into the third generation and a global market leader in the area of spring pressure connection technology to this day. In addition to a large number of successful products in the area of electrical connection technology, the company has had an Automation Division since 1995, with solutions such as the first fieldbus-independent I/O system with a fine-grained modular structure. Today, WAGO is an international, standard-setting supplier of electrical interconnection, automation and interface electronic products.

Connection Technology

For fast, secure, maintenance-free connections: WAGO is a partner for all conductor types. The product selection ranges from rail-mount terminal block systems, to installation and field-wiring terminal blocks, to pluggable connectors and feedthrough components, all the way to PCB connections and marking solutions.

Automation Technology

Measurement, control and regulation with WAGO's automation technology and the associated software. Our I/O systems, controllers, displays and panels are characterized by a high level of reliability – even under the most extreme conditions.

Interface Electronics

Ease of use and maximum system availability: WAGO's signal conditioners, relay and optocoupler modules, current transformers, power supplies, interface modules and system wiring meet the highest demands.



Topics at WAGO

In this section, we address key topics of current importance to our customers for which we offer solutions through our innovative products, fulfilling our commitment to always support and strengthen our customers to the best of our abilities. The main megatrends for them are digitization, energy and light management, as well as explosion protection. In its core business, WAGO is tackling current challenges in our industry with various solutions.

Digitization

For us, shaping the future means safeguarding it: Digitization and networking offer great opportunities for every company. For us, digitization is an important success factor, to which we do justice both within our own organization and in connection with our products and solutions. The digitization trend presents manufacturers with several challenges that must be met in the medium term. WAGO has dealt extensively with these requirements and has specific solutions based on technologies that are available today and offer measurable added value to users. While there is no such thing as an all-in-one solution, smart products, methods and partners will help you advance digitization in your business in a way that benefits everyone involved. We offer our customers solutions for cloud security, cybersecurity, adaptable production and digitized engineering.

Energy Management

With modular energy data recording, we offer our customers flexible solutions for realizing potential savings. This not only saves money, but also actively supports a resource-efficient organization of the company. We support the introduction and optimization of energy data management step by step, from measurement, to evaluation, parameterization and visualization, to optimal cloud connectivity. With these solutions, we are paving the way for the energy audit as part of the ISO 50001 energy management standard.

Lighting Management

WAGO Lighting Management is the sophisticated solution for lighting control in large spaces such as production facilities and warehouses. Using a combination of predefined hardware and user-friendly software, WAGO offers a lighting management system that facilitates design and commissioning of new lighting systems while providing numerous additional advantages for their operation. These include a reduction of life cycle costs through efficient lighting management, simple, supported configuration and easy handling without the need for programming.

Explosion Protection

Explosive atmospheres can occur nearly anywhere. The usual suspects such as the chemical industry, mining or gas and oil production are not the only areas where work involves substances that form an explosive atmosphere when mixed with oxygen. Such hazardous combinations also occur daily in many other sectors, such as the textile industry or in energy production from renewable energy sources. The systems installed there must meet all explosion protection requirements. WAGO offers various products for Ex protection that can withstand the special conditions in these atmospheres.



Industries

We provide our customers throughout the world with safe, high-performance, economical, sustainable products that do what they are designed to every day. We are a solutions provider for the following industries: manufacturing, marine and offshore, building technology, power engineering, automotive, lighting and railway systems, as well as the process industry.

Manufacturing Industry

The manufacturing industry is facing new demands and challenges: simultaneous cost reduction and performance improvement, Industry 4.0 and more flexible production. WAGO supplies numerous components for these – from pluggable connectors and PCB terminal blocks to the WAGO I/O-System.

Marine and Offshore

WAGO products make it possible to automate nearly all marine and offshore applications. They can withstand the demanding environmental conditions and come with the required certifications.

Building Technology

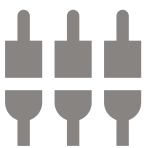
WAGO offers a complete product range for building installation and provides a selection of maintenance-free screwless connection technology products. Sustainable, energy-efficient automation of new and existing buildings is also one of the core competencies of the WAGO products.

Power Engineering

The main objective of the power generation and distribution industry is to ensure a reliable and safe power supply for both industry and private households. WAGO makes it possible to also implement network automation and the connection of generators, loads and energy storage devices efficiently and sustainably. WAGO supports digitizing the energy sector and designing smart grids with state-of-the-art control and measurement technology, along with software solutions that enable a simple and secure connection to the cloud.

Automotive Industry

WAGO products are used in production systems in the automotive industry in order to guarantee the greatest degree of availability. Even a short downtime here can mean a significant production stoppage and thus fewer vehicles sold at the end of the day. Therefore, servicing demands maintenance-free connection technology.



Manufacturing Industry



Marine



Building Technology



Energy

Lighting Technology

With its broad range of terminals blocks, WAGO offers the ideal connection technology for safe and easy wiring of lights and devices. Furthermore, the *WINSTA*® Pluggable Connection System allows electrical installations to be plugged in easily, safely and without errors. Whether interior or exterior, residential or industrial buildings – WAGO allows custom implementation of all lighting concepts.

Railway Systems

Whether railway vehicles, signal technology or train stations, WAGO products can be used almost anywhere electricity flows or signals are transmitted and converted in the railway industry. It's not without good reason that operators, manufacturers and suppliers of railway and signaling systems count on WAGO.

Process Industry

System availability plays a decisive role in the process industry. Automation technology from WAGO increases efficiency in industry and ensures high availability of production and manufacturing systems. For applications with particular requirements such as explosion protection and functional safety, WAGO offers numerous components that ensure reliable and safe operation around the clock.



Automotive Industry



Lighting Technology



Railway Systems



Process Control



WAGO Worldwide



The WAGO Group consists of nine international production and main sales locations, 20 additional sales offices and the software specialist M&M Software. In addition, it has representatives in over 80 countries, giving the company a strong global presence. WAGO has been in the manufacturing business since 1951: initially at the company headquarters in Minden (North Rhine-Westphalia, Germany), expanding in 1971 to Roissy (France), in 1977 to Domdidier (Switzerland), in 1979 to Milwaukee (USA) and in 1990 to Sondershausen (Thuringia, Germany) and Tokyo (Japan). Other production sites include Delhi (India) founded in 1995, and 1997 expansions into Tianjin (China) and Wrocław (Poland). We have grown continuously since our company was established in 1951. This growth has also increased our influence on our society and the environment, which in turn demands greater responsibility on our part.

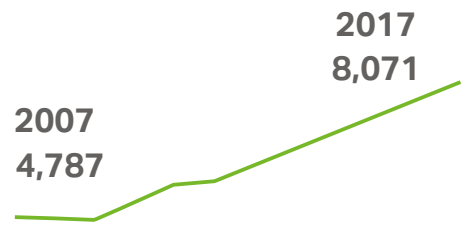
Unless specifically indicated otherwise, the figures in the CSR Report are based on the WAGO production sites.

WAGO in Figures

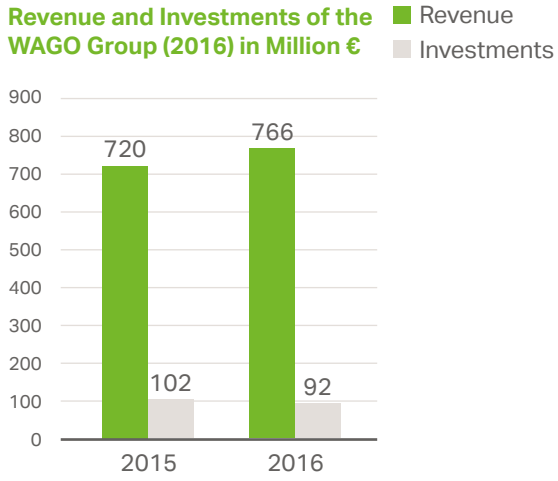
**ABOUT 8,000 EMPLOYEES
(WORLDWIDE)**



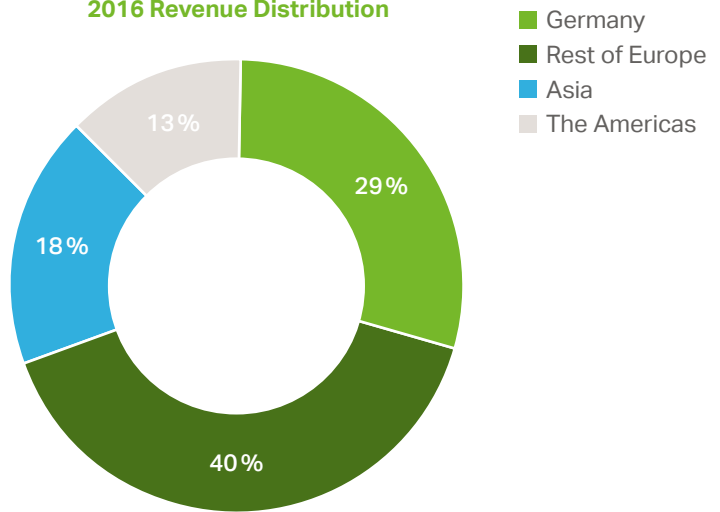
> 3,500 EMPLOYEES (GERMANY)



Revenue and Investments of the WAGO Group (2016) in Million €



2016 Revenue Distribution





RESPONSIBLE CORPORATE MANAGEMENT

Our Mission Statement

We have always understood our role as that of a reliable and forward-looking partner for industry. We are conscious of the great responsibility we have as a leading provider of electrical interconnection and automation technologies. We meet this challenge with passion and commitment and consider it part of our corporate vision and mission. Data and energy flows are part of the digital world's infrastructure. WAGO products are able to sustainably ensure that this foundation remains functional.

Our Vision

"WAGO is the Backbone of a Smart Connected World"

We strive to be an essential partner, and reliable one as well, providing a stable foundation on which others can build. We pursue our goals to the best of our ability every day and are committed to achieving them.

Our Mission

"Empower Connections!"

We focus our thinking and action on what we do best: We provide the right connections and ensure their long-term reliability. This creates a stable yet flexible foundation on which to innovate and form partnerships. This foundation will serve us, and those who select us as a partner, well, both now and in the future.

Our Approach

As a family-owned company, we are committed to values like reliability, dynamism, a focus on solutions, empathy and sustainability. This makes clear that we will continue to focus on responsible corporate management in the future as well. A corporate culture has developed from these shared values that characterizes our collaboration and our cooperation. This enables us to develop our potential – for the benefit of our employees and partners, and for the company, our environment and society.

If you have any questions or suggestions about the present report or CSR at WAGO in general, please feel free to contact us. You can reach us at following email address:
csr@wago.com

Our Responsibility

For us, sustainability is not optional – it is a key success factor. Given its importance, we seek to incorporate it into every area and at every site in a committed, conscientious, responsible way. We are guided by universal ethical values, especially integrity, honesty and respect for human dignity. For us, sustainability also means considering the consequences of our business decisions and actions from an economic, technical, social and environmental standpoint.

challenge we must face together. This cooperation focuses on promoting responsible corporate management through support activities for employees, society, environmental protection and the supply chain. In the corresponding sections, you can read about the campaigns we were able to realize in 2017.

Sustainable development can only be achieved cooperatively.

Sustainability at WAGO

Relying on the Right Connections for the Long Term

We strive to ensure that the interests of all persons and processes involved align with the requirements that arise from our focus on sustainability in thought and action. To achieve this, WAGO employees from various departments work together, since this is a



Employees

- Social standards
- Diversity
- Occupational safety & health
- Lifelong learning
- WAGO Plus
- Values
- Participation



The Environment

- Environmental & energy management
- Disposal
- Resource efficiency
- REACH/RoHS compliance etc.
- Training & information
- Product life cycle



Supply Chain

- Uniform standards
- Reporting & communication
- Quality
- Anti-corruption
- Social & ecological conditions



Community

- Corporate volunteering
- NGOs and networks
- Support for the region: education and training, culture, sport, jobs, technology, donations in cash and in kind



Our Self-Commitment

Here we provide an overview of self-commitments that are relevant to WAGO as part of responsible corporate management.

UN Global Compact

Our company has been a member of the Global Compact since the beginning of 2012. The goal of this association is to implement social and ecological standards. We have committed ourselves to upholding the ten principles of the "Global Compact" to the greatest extent possible.



Charta – Social Commitment by Corporations

By signing this document we commit ourselves to supporting social engagement, to cooperating with charitable organizations and to publicly backing activities to encourage others to participate. An example from 2017 was the "Social Day" at the Minden site. You can find more information in the "Community" section.

ZVEI e.V. Industry Code

We use the code of conduct of the German Electrical and Electronic Manufacturers' Association (ZVEI e.V.) in our supplier management. ZVEI e.V. formulates minimum social and environmental standards as the basis for a shared system of values.

German Sustainability Code (GSC)

WAGO has been listed since 2017 in the online portal of the German Sustainability Code as a user (not subject to a reporting requirement). A total of 20 criteria with GRI SRS indicators are presented according to the "comply or explain" principle. Our goal is to communicate our sustainability achievements and implement continuous improvements in the company. WAGO is also a GSC mentor. Please direct queries to csr@wago.com.



Diversity Charter

In May 2017, WAGO joined the "Diversity Charter" initiative and participated in the Diversity Day with internal campaigns. The goal is to work out the importance of a diverse workforce and encourage tolerance. You can find more information in the section of the same name.





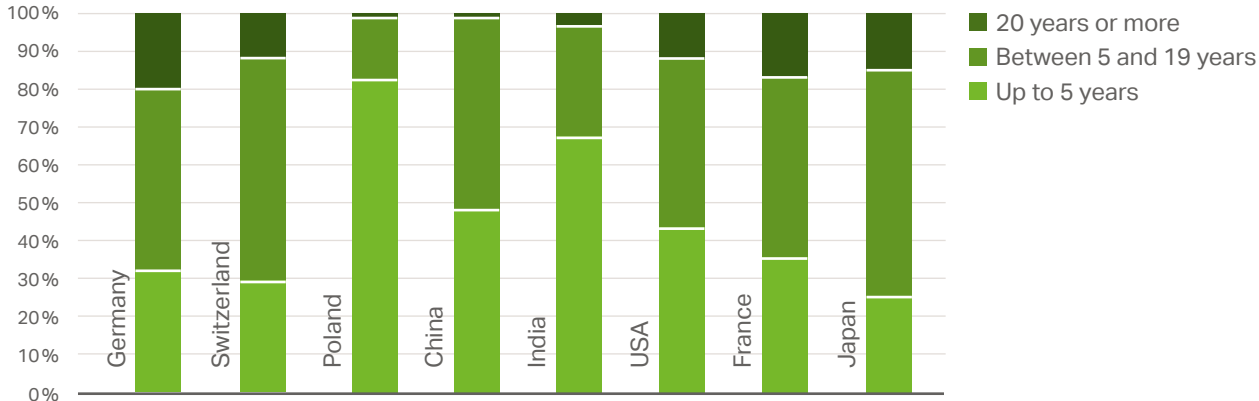
OUR EMPLOYEES

Without dedicated employees, it would be impossible for us to continue to grow and lead the market with innovations. Our intent is to develop a company that our employees enjoy being a part of, feel strongly connected to and do their best for. We have already established a variety of activities to promote this.

Working at WAGO

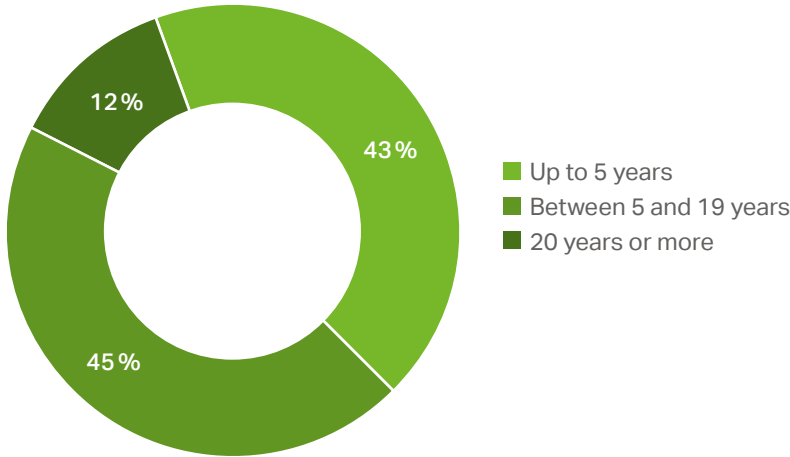
Here we provide an international comparison of what working at WAGO looks like on the basis of personnel figures.

Average Duration of Employment at WAGO



Average duration of employment at WAGO – 2017: The establishment dates and expansions of the individual sites should be taken into account. These explain why the proportion of people employed at WAGO for up to five years is relatively high in Poland and India, for example.

Total Average Duration of Employment for Production Sites (2017)

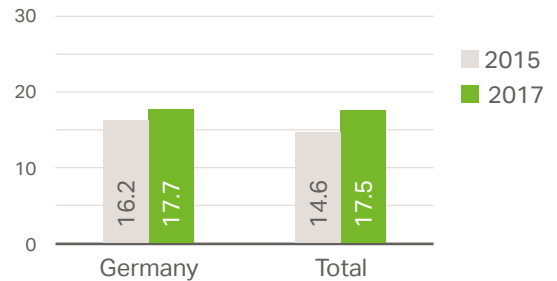


Total average duration of employment for production sites (2017)

Temporary Employment (2017-12-31)

This graphic examines the ratio of temporary to permanent employees. Temporary employment may be used for specific purposes, e.g., substitutes for employees on parental leave or during periods of increased operation, or for restricted periods, e.g., for new employees. A slight increase in non-permanent employment at WAGO can be seen for 2017. This can be attributed to the increase in new hires, among other things.

Comparative Temporary Employment Rate [%]



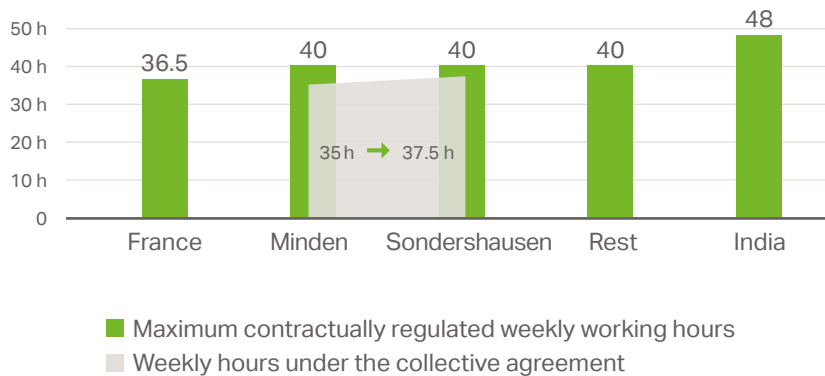
(USA and France have been excluded due to insufficient data.)

Working Hours

The maximum contractual workweek is 40 hours for the Switzerland, Poland, China, USA and Japan sites. The Minden and Sondershausen sites are subject to the IG Metall collective labor agreement. The workweeks there are 35 (Minden) and 37.5

(Sondershausen) hours for employees covered by the collective agreement, and 40 for other employees. The maximum contractual work week is 36.5 hours at the France site and 48 in India.

Maximum Contractual Weekly Hours [h] – 2017





Digression: collective bargaining agreement in Germany. For the German sites, a collective bargaining agreement exists with the IG Metall union, which includes the following provisions:

Topics	Requirement
Working hours	35 h/week (Minden) / 37.5 h/week (Sondershausen)
Monthly salary	Objective classification in ERA Groups
Allowances	Allowances for overtime, shift work, work at nights, on Sundays and holidays, industry allowances for temporary employment
Number of vacation days & vacation pay	30 work days of vacation per union contract + 50 % of average earnings as vacation pay
Capital-forming benefits	and Christmas bonus, profit sharing for retirement, use of benefits for disability insurance or retirement
Company regulations regarding safety & health	Protection for non-smokers, interviews when returning from illness and absence, addiction counseling, company integration management, incapacity to work, pension guarantee, insolvency insurance etc.



Diversity Charter

Fairness is an important principle in WAGO's corporate governance. This is conveyed by corporate guidelines and training. Furthermore, in May 2017, WAGO joined the "Diversity Charter" initiative and participated in the 2017 Diversity Day. The day of action was also supplemented by electronic training on the "Diversity Charter" for all employees at the German sites. We want to integrate this campaign into the company to a greater degree in the future. For this purpose, we conduct a CSR Assessment to determine what the international challenges are in connection with diversity.

In July 2017, we joined together with the "STEM Integration of Refugees" working group of the Association of German Engineers in order to gather company representatives and refugee engineers at our premises and discuss possibilities and challenges at work together.

Another key topic is support of women in technical occupations with a focus on mentoring and targeted events. These initiatives have, for example, resulted in the creation of a comprehensive WAGO women's network focusing on "Aspiring Female Professionals and Managers" for collegial advice and exchange of ideas and information, with regular networking events.

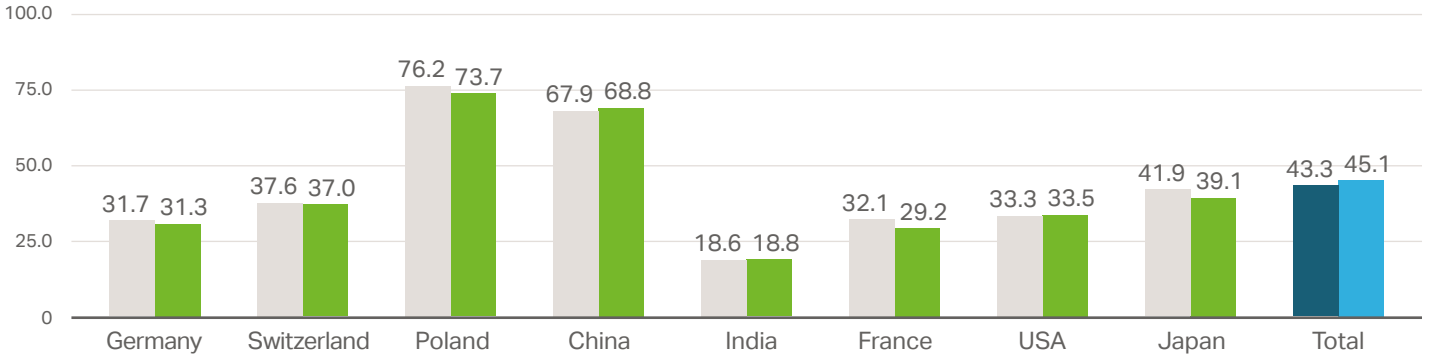
women@wago



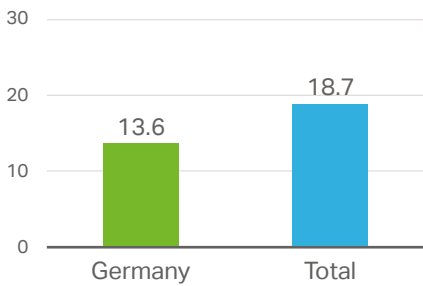
charta der vielfalt



Proportion of Women [%]: Proportion of Women at the Production Sites (Figures as of 2017-12-31)

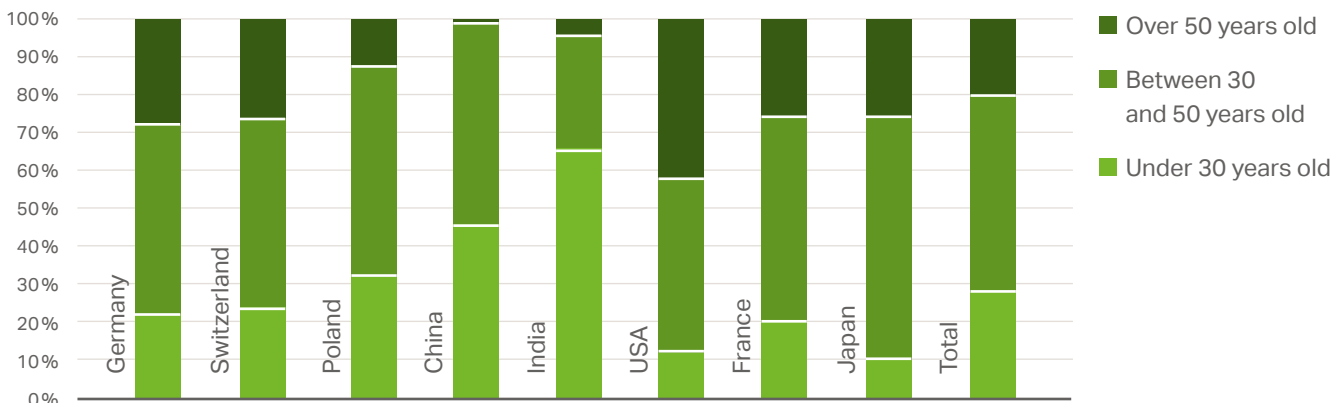


Women in Management Positions at WAGO – 2017 [%]



For companies of our size, the average proportion of women in management positions in Germany in 2016 was 16.9 % (Statista, 2018). WAGO Germany is currently below this average. The total proportion of women in WAGO production plants in 2017 was 18.7 %.

Employees by Age Group – 2017 [%]



Age distribution at the production sites – 2017 (figures as of 2017-12-31)

The New "WAGO Plus" Employee Program

In 2011 the "WAGO Family" program was brought into being at the German sites, with a module called "Reconciling Work and Family Life." The "WAGO Eldercare – Work and Caregiving" module was added in 2013. In 2017, the program was reviewed after four years and comprehensively adapted to the changing needs of our employees. Under the name WAGO Plus, it combines the modules WAGO Family and WAGO Care, including numerous extensions. The WAGO Family module includes events for families and children such as vacation childcare, WAGO Christmas baking, a paternal leave newsletter and a WAGO Family packet, as well as extensive information and free counseling.

WAGO Care offers our employees advising, courses and office hours on eldercare, by telephone and on site, as well as a series of lectures.

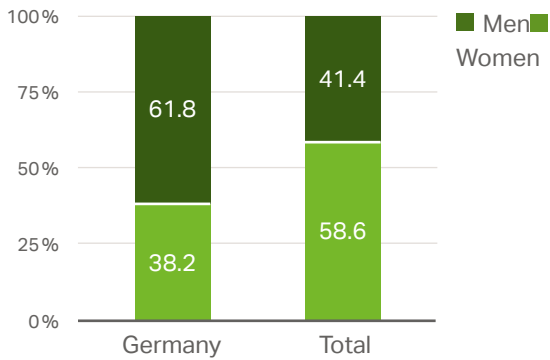
There are also two completely new components: WAGO Home to arrange household-related services, and WAGO Life, an advising service, as well as presentations for our employees with the goal of providing orientation, relief and support in burdensome new life situations. For example, WAGO Home includes a Persil cleaning service

in Minden, various employee discounts, a parcel counter where private packages can be received, the Office Home Use program and the "Family & Friends Dinner" in the company restaurant. WAGO Life includes medical services, company addiction counseling, health topic day events and cooking courses in the restaurant, as well as life coaching offerings and a lecture series entitled "Mastering Difficult Life Situations."



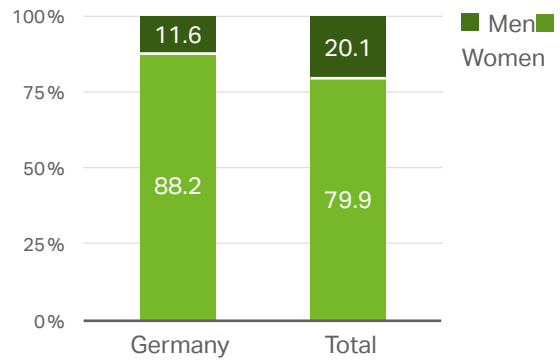


Parental Leave – 2017 [%]



We evaluated how many women and men take paternal leave at WAGO. The duration was not considered.

Part Time Employment – 2017 [%]:



This rate indicates the proportion of men and women in part-time positions at WAGO. For comparison: In 2016, 6.8 million women and 1.7 million men worked part time in Germany. Among the 8.5 million part-time positions, 80 % were filled by women and 20 % by men.

Occupational Safety and Health

Our products stand for high quality and safe operation. We want to provide this same high quality and safety to our employees at their workplace. Our work on accident prevention and limiting hazards that can arise in everyday work goes beyond the legal regulations. We raise employee awareness in training sessions and cooperate on an international team from various departments. Moreover, we have introduced a management system based on the BS OHSAS 18001 standard for our occupational safety and health protection policy. Our WAGO Asia production sites in India and China have been certified in accordance with BS OHSAS 18001 since 2017.

OSHA Incident Rate

The incident rate is an international calculation method of OSHA for downtimes due to workplace accidents with at least one lost day. The number of registered accidents is multiplied by 200,000 (= equivalent of 100 employees working 40 hours a week, 50 weeks a year) and divided by the number of effective hours of work performed by the em-

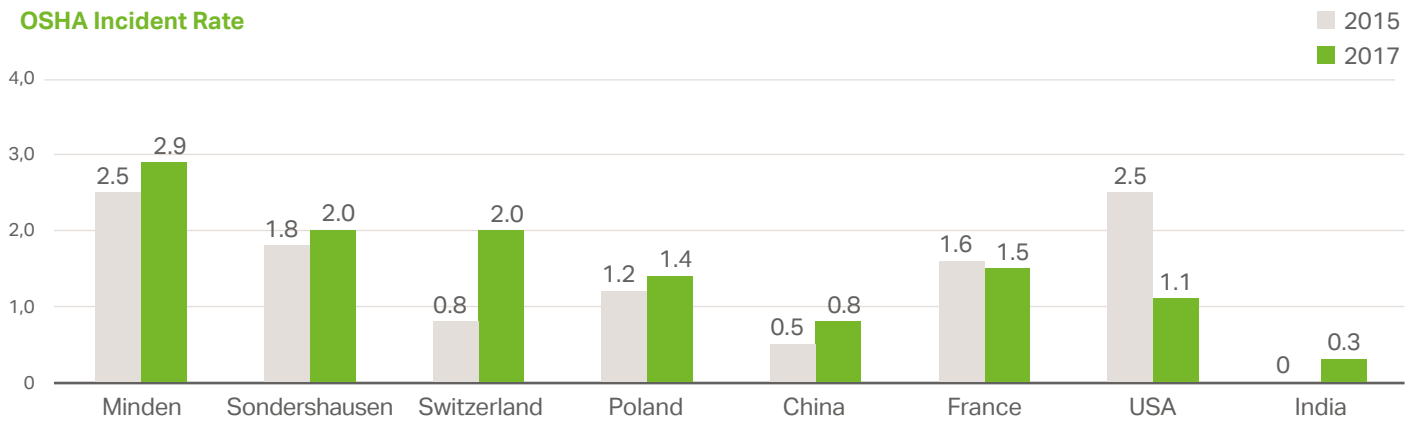
ployees. The U.S. Bureau of Labor Statistics (2017) cites an average rate of about 2.9 for U.S. private industry in 2016. The industry average (code 335) for 2016 was also 2.9.

1000-Employee Rate in Germany

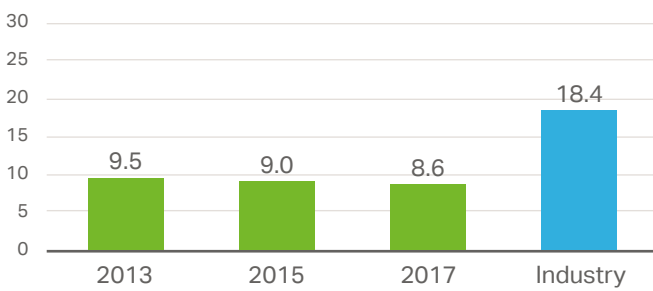
This rate indicates the number of reportable accidents with at least three lost days per 1,000 employees. This figure is primarily used in Germany. The 2016 average of the mutual indemnity association was 18.4 (DGUV).



OSHA Incident Rate



1000-Employee Rate in Germany (for Reportable Accidents; Industry Average of German Social Accident Insurance [DGUV], 2016)



For us, active health management is the key to healthy employees. Within the scope of health management, we concentrate on two different focal points for protecting and promoting employee

health. At our German locations, we have established a wide range of healthcare offerings. Naturally, we implement both situational and behavioral measures in our health management program.

Health Protection	Promotion of Healthy Living
Behavioral advice	Ergonomic workplace organization
Occupational health examinations	Psycho-social counseling
Inspections	Addiction counseling
Travel medicine	Management staff training
Accident care	Trainee projects
Out-patient activities	Health programs
Rehabilitation	Health and action days
Occupational reintegration management	In-house massage/yoga
Internal plant physician center	Health circle
Company retirement benefits	Company sports/active breaks
Interviews on absences	Back and spine exercises
Flu shots	Offers for sales offices
	Fresh & healthy meals

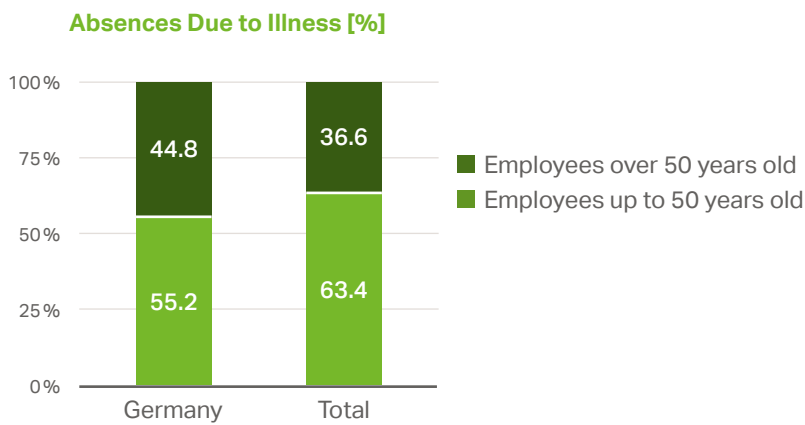
The topic of health also plays a crucial role at our international locations. At our facilities in Switzerland we also offer free flu shots and provide our employees with discounts on additional insurance from their health insurer, for example. In Poland, health weeks and campaigns are held regularly. Our employees in China are also take part in the company's sports offerings, such as soccer or table tennis groups, to keep physically active. In France, our employees are also provided with

additional health benefits and discounts at fitness studios. Furthermore, stretching exercises are done each morning in the French Production department – in addition to promoting health, this also helps boost team spirit. A number of projects in the area of health are also available at our location in the U.S. We offer “wellness & health” fairs, send out wellness newsletters and organize walks and luncheons with informative presentations on many health topics in order to keep the employees informed and healthy.

Absences Due to Illness

Absence from work not only has an economic component – one day of incapacity costs an average of EUR 250 per employee (Federal Institute for Occupational Safety and Health, 2015) – but can also indicate undesirable developments. Therefore, WAGO examines absences and potential causes. Against the background of current demographic changes, it is clear that in 2017, employees over 50

accounted for nearly half of the days of absence due to illness (this does not take into account the average duration of absence per incident). Therefore, through generation-specific health management, WAGO is pioneering a concept for work that takes age and aging into account.



Absences due to illness, 2017, by age group, for WAGO Germany and WAGO production sites [%] (except USA)

Training and Studies

The intention of our training and study programs, of which 18 currently exist, is to offer young people high-quality, practical training. WAGO cooperates with the "Zukunft Ausbildung im Mühlenkreis ZAM e. V." initiative (Future Training in Mühlen County ZAM e.V.), where trainees are given a glimpse into a number of companies as part of their dual-system training. This creates additional training positions in the region each year. We offer various information platforms through additional campaigns such as the Training Day, Future Day and "Girls Engineering Day."

To integrate sustainability into the company, we start right with the young people at WAGO. We are laying the foundation through various campaigns, e.g., workshops on health, social responsibility, environmental protection and occupational safety and the Energy Scouts campaign. Furthermore, all trainees and students at the Minden site get two days off work to sort food at Mindener Tafel e.V. ("Minden Table") and distribute it to the needy (see the "Community" section). WAGO is also involved

in the "Be Smart!" project in the Eastern Westphalia region of Germany. Students can get their first practical experience during the transition from secondary school to the workforce at companies in the region on several Saturdays.

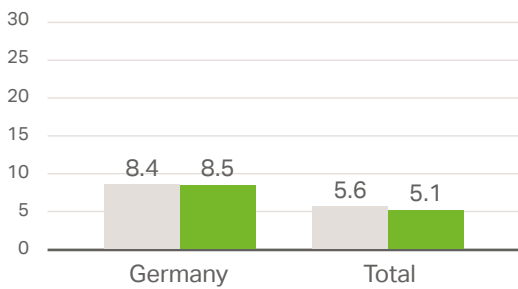
The WAGO Foundation, founded in 1998 by our former senior manager and present advisory board member Wolfgang Hohorst, promotes practical dual training and helps support young people getting started in their professional careers. Incentives and awards, including a monetary stipend of up to 1,000 euros each, are presented in the Minden-Lübbecke, Kyffhaus and Nordhausen districts. In 2017, there were 36 prize winners in Minden and 21 in Sondershausen from various regional companies. Thus the total of the monetary stipends in that year came to 43,250 euros.

You can find the training occupations and courses of study on the WAGO homepage in the "Training and Dual Studies" area.

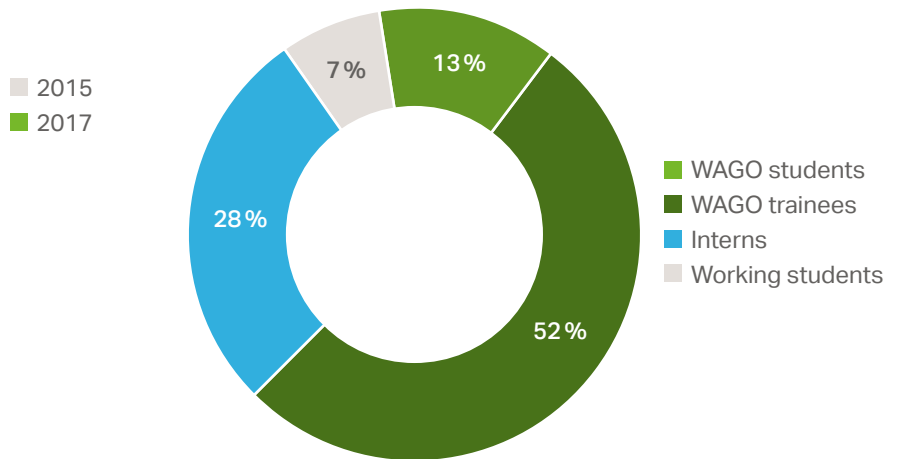




WAGO Training Positions [%]



WAGO training positions as a percentage of total number of employees (training and studies; 2017-12-31, total = Germany, Switzerland, Poland, China, India and France)



Training in Germany – proportions (2017-12-31)

[Number] WAGO Germany Site

58 students in dual studies

187 technical trainees



32 commercial trainees

277 total trainees

Personnel Development

Only when the right development and further education options are available to our employees for all their everyday concerns can we be successful as a company and grow further together. Together, we are an organization that learns! The basis of this is the WAGO Competency Model, which describes the requirements on all WAGO employees derived from the WAGO strategy. We work with a variety of personnel development tools to promote organizational learning.

The central development tool is the annual employee appraisal interview. In this structured interview, the employee and management discuss aspects of the employee's development, and options for further development, at least once a year. Besides an extensive selection of internal seminars and training that can be taken advantage of subsequently, we cooperate with reliable external partners who supplement our offerings with special subject-specific topics. In addition to this, our employees have access to an e-learning program, which facilitates location- and time-independent education and which is regularly updated with new topics. This allows more flexible learning and helps motivate people to take responsibility for keeping their skills sharp.

We have had good experience with our Format Community College, which has received an award from BOW e. V., the Training Institute of the East Westphalia/Lippe Economy (Bildungswerk der ostwestfälisch-lippischen Wirtschaft). Here employees themselves can offer training on topics they

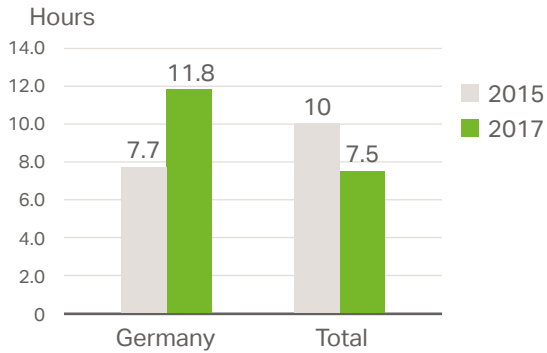
have voted on. The semester schedule offers a broad array of topics that regularly attract dozens of interested employees to participate. Keeping the events short, from two to three hours, contributes to integrating learning into the everyday work schedule.

For various target groups, we have our own development programs. For example, a program for prospective managers supports them in adjusting to the responsibilities of their new positions. It is designed to help them to assume managerial duties quickly and promote networking within the company. The same applies for our target group of project managers: Several required and optional modules help them go on to maintain the standard of professionalism in project management. 360-degree feedback allows both target groups to regularly assess the current situation. This development tool offers the recipients of the feedback the valuable opportunity to become aware of their own strengths, identify potential improvements and derive specific development steps from them. Against this background, feedback and critical discourse are well-established in our corporate strategy as important tools for cultural development.

Where there is a need for more individualized development, we provide support in appropriate forms, such as coaching, mentoring and tailored solutions. We see ourselves as a sparring partner on equal footing who supports the various departments closely.

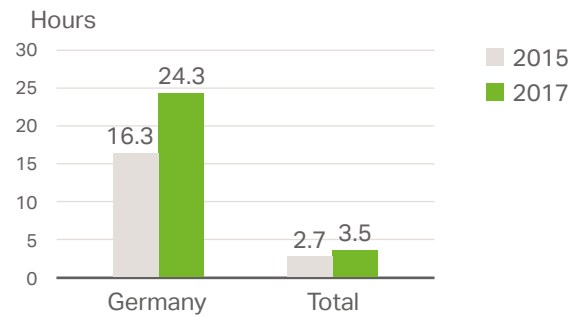


Further Education Hours



Average further education hours per employee, not including electronic training courses (not including Switzerland)

Electrical Training Courses



Electronic training courses and time per employee in Germany

Training Sessions per Employee Group – 2017



Proportions of the various employee groups in the total hours of training – 2017 [%] (total = all production sites, not including Switzerland)



ENVIRONMENTAL PROTECTION

Ever since 2002, we have had our facilities in Germany and Switzerland examined annually by an external certification association, TÜV Management Service GmbH, to confirm that we observe all relevant environmental regulations. With our ISO 14001 certification, WAGO confirms its high level of dedication to both environmental management and conservation of our natural resources. We maintain these standards at our locations in Germany, Switzerland, China and Poland. Our facility in China has also been audited in the area of sustainability.

WAGO was one of the first industrial companies in the industry to be certified according to the Energy Management Standard ISO 50001. We work with the multiplier model to introduce knowledge regarding potential energy savings in the company. A contact person for energy affairs is appointed in each department. There, our energy officers help ensure energy efficient processes and advise employees and business partners as needed.

Product-Related Environmental Protection

Product-related environmental protection plays a significant role in WAGO's environmental management. We place high priority on ensuring adherence to substance prohibitions/limitations worldwide, such as REACH, RoHS and other environmental legislation and guidelines. For questions on product-related environmental protection, please contact: EHS-product-compliance@wago.com

RoHS – Restriction of the Use of Certain Hazardous Substances

This is an EC directive that regulates the use of hazardous substances in equipment and components. In addition to reducing impacts on people and the environment, the regulation's goal is to improve possibilities for recycling. WAGO closely monitors RoHS developments and promptly respond accordingly to any changes in these requirements. The products of ours that meet the material requirements of this directive feature a "RoHS-compliant" mark on their packaging.

REACH – Registration, Evaluation and Authorization of Chemicals

REACH is a European Union regulation (No. 1907/2006) that was enacted on 2007-06-01 and since then has been a valid legal framework for all EU member states. To protect human health and the environment, this EU chemical regulation strives for classification and identification of all chemicals and their effects. The REACH regulation also assigns specific duties to every participant in the supply chain. The products manufactured by WAGO classified as "articles" in the sense of the regulation. However, as articles are not subject to registration, WAGO usually assumes the role of the downstream user in the supply chain. Therefore, WAGO has a duty to inform subsequent links along the supply chain according to REACH Article 33. Naturally, WAGO takes this duty seriously.

BOMcheck

BOMcheck is a centralized database for the declaration of substances. This is a compliance tool designed specifically to allow manufacturers and suppliers to efficiently create well-structured substance declarations that comply with REACH, RoHS and other regulations concerning the limitation of substances. This Internet database system enhances data quality in the product-related environmental protection sector. For additional information on BOMcheck, click on the following link:<http://www.bomcheck.net>

Packaging

We use packaging materials consisting primarily of corrugated cardboard and solid cardboard, steel strapping, stretch foil, PE foil and plastic trays. These satisfy the material requirements specified in Directive 94/62/EC. We use recyclable cardboard consisting of 80 % recovered paper. Within the scope of packaging management, we continuously check the quality of our packaging in terms of thickness and size and review suitability for use as recycled material. If it is possible to change over to a more sustainable foil material, we initiate a study.

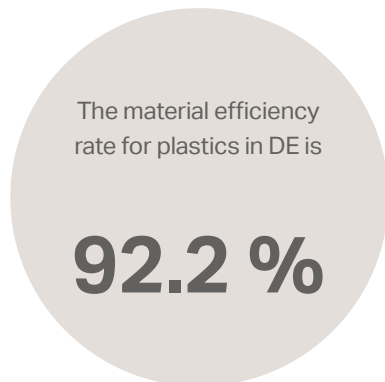
Since 1993-02-02, WAGO has been a contractual partner of Interseroh Dienstleistungs GmbH under license number 80064. Within the Federal Republic of Germany this company accepts "authorized packaging" at the point of origin in accordance with legal regulations and ensures that the materials collected are recycled properly.



Plastic Extruders

Plastics are produced from petroleum, a non-renewable fossil fuel. In the production of plastics, high quantities of CO₂ are emitted. Moreover, plastic products typically do not degrade easily. Therefore, in Germany, China and India, we rely on a recycling process using our own technology in order to optimize utilization of the resource.

Plastic Material Efficiency Rate for WAGO Germany



Company-Related Environmental Management

Ever since 2002, we have had our facilities in Germany and Switzerland examined annually by an external certification association, TÜV Management Service GmbH, to confirm that we observe all relevant environmental regulations. With our certification according to the ISO 14001 international environmental management standard,

WAGO confirms its high level of dedication to both environmental management and conservation of our natural resources. We meet this standard at our locations in Germany, Switzerland, India, China and Poland. Below we address some examples of actions in the area of corporate environmental protection.



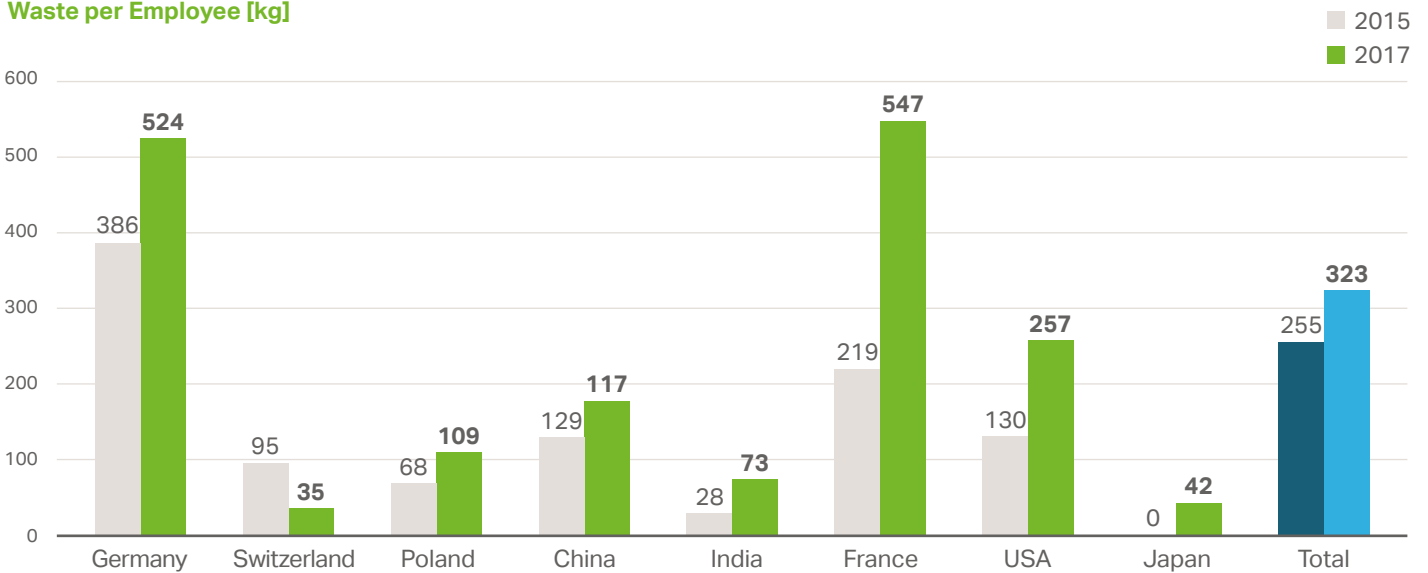
Waste Management

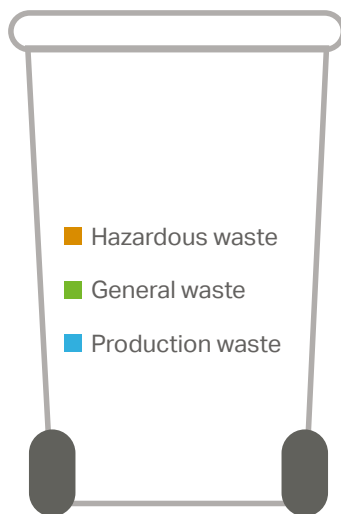
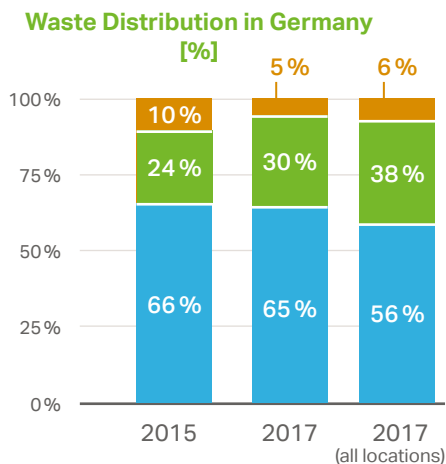
“The best waste is waste that is never even produced.” This is the guiding maxim of waste management. In addition to observation of legal regulations and monitoring of material flows and disposal costs, possible improvements are continuously identified and possible material cycles closed. Concrete implementation starts right with purchasing, through procurement of materials that are low in hazardous substances and additives that have been subjected to an approval process. Subsequently, employees in all departments are trained in economical use of resources and on our sorting system for waste and recyclable materials. We maintain close contact with various certified disposal companies and manufacturers for recycling and disposing of all resulting waste.

Waste per Employee

According to a study by Eurostat (2016), Europeans produced an average of 480 kg of waste per person in 2016. In a similar way, we look at how much waste per employee (including temporary employees) is created at the sites. The number combines rounded and approximate values for production waste, general waste and hazardous waste. It is clear that a significant increase has occurred in the waste generated at some sites. This can be attributed to various construction projects (the new site in Minden-Päpinghausen) and warehouse clearance, among other things. Through increasingly internationalized waste management, we are working on reducing the amount of waste we generate.

Waste per Employee [kg]





The first two bars of the figure show the change at the German sites. The bar on the right shows the global breakdown. It should be noted that different classifications underlie the waste categories, due to differences between the legal requirements in the federal states and the guidelines of the sorting infrastructure.

CEO Pro Recycled Paper

Even within our everyday office work, we are also seeking to use environmentally friendly alternatives wherever possible. This is why we have joined the “CEOs Pro Recycling Paper” initiative and, since 2016, have been gradually replacing all of our business paper at our German offices with recycled paper that is labeled with the Blue Angle and Cradle-to-Cradle symbols. International sites such as China have also joined in the switch-over. According to manufacturers, the switch-over has

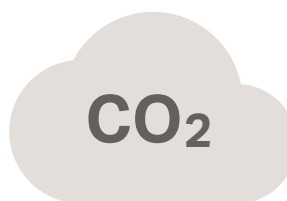
allowed savings of 100 % for wood, 72 % for energy, 53 % for CO₂ and 83 % for water. The following resources were freed up in 2017 for the switch-over at the German site alone:



almost **80 fewer metric tons** of wood



almost **200,000 kWh** of energy



nearly **17 metric tons** of carbon dioxide



over **1,100,000 liters** of water

Savings through recycled paper (WAGO Germany, 2017)

Environmental Compatibility of Our Buildings

We give a great deal of consideration to the ecological compatibility of our plant and administrative buildings. Some 20 years ago we began equipping new buildings with cisterns to recycle rain water. This measure alone allowed us to reduce our water consumption by more than 25 %. We also cover the roofs with extensive vegetation. This allows us to convert these barren areas,

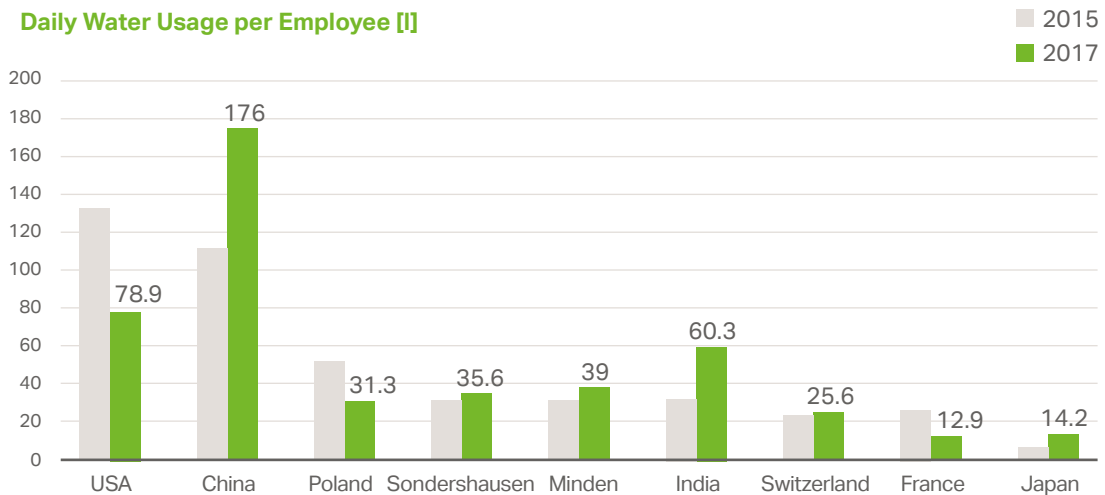
which are usually unused, into biotopes for various animals and plants. We have also used geothermic heat for over 10 years with pumps to efficiently heat and cool our facilities while preserving our natural resources.

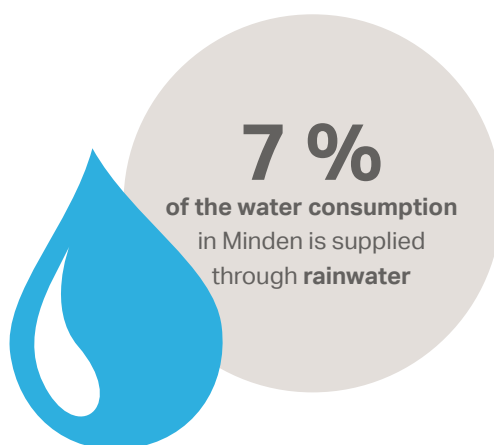
Water as a Resource

Within the 17 Sustainable Development Goals, water as a resource is especially significant. For example, Goal 6 is "Ensure availability and sustainable management of water and sanitation for all." We as a company want to contribute to this goal by using this resource more efficiently, monitoring consumption and promoting optimizations. Further potential is exploited at some sites through the use of rainwater. Water usage differed among the production sites examined. Technical, geographical and cultural conditions can be decisive in this regard. At the European sites, we find daily water

usage ranging from 12 to just under 40 liters. By way of illustration: Daily water usage of 120 liters per person is calculated for private households in Germany. Personal hygiene accounts for a large portion of this water. For example, a conventional showerhead needs an average of 18 liters per minute. The final quantity of water then depends on the duration of the shower.

Daily Water Usage per Employee [l]





Supplying the Company Sustainably

We established explicit sustainability criteria in 2015, placing high standards on the applicants bidding to cater our restaurant. The focus was on fresh products grown in our own region. The company restaurant uses a disposal system with a grease separator for wet wastes. These investments pay for themselves in a number of ways – we save the costs for disposal transport and storage and simultaneously gain renewable energy through the recycling process. Moreover

this method is exceptionally clean and odor-free. According to the manufacturer, we can provide up to 20 cubic meters of biomass for energy reclamation in the biogas system and reduce the CO₂ emissions from transportation vehicles by up to 90 %. Furthermore, we introduced a deposit system for cups to avoid the unnecessary waste of disposable containers. Our other sites are also paying more attention to fresh, sustainable food.



Energy Management

WAGO was one of the first companies in the industry to be certified according to the ISO 50001 energy management standard at the German and international sites. The management system includes a series of measures to identify potential energy savings in the company and use resources more efficiently. For this purpose, we are working with a mentoring system in the production depart-

ments of our company, among other things. There, our energy officers help the energy efficiency of processes and advise employees and business partners as required. Furthermore, the exchange of ideas with experts, training sessions and informational events raise awareness of responsible resource use. Example projects with a positive effect on our energy balance include:

Compressed Air Audit

The Sondershausen site regularly holds a “Compressed Air Day” to measure compressed air consumption in the production areas and derive energy efficiency measures. The success is visible: In 2013 we were able to achieve savings of EUR 50,000.

Energy-Efficient Production

50 % energy savings in molding through use of electrical injection molding machines, distributed dry air treatment for plastic granulates, energy savings through replacement of the temperature control units in the injection molding process and an innovative production portal for recording plant data.

Renewable Energies

Our block heat and power plant has been in operation in Minden since 2014. Furthermore, our gas consumption is 50 % lower thanks to the use of heat exchangers and renovation of the control systems in Sondershausen, as well as other measures such as subsidized projects for the conversion to LED lighting, a demonstration plan for a compressed air and heat plant and the construction of a photovoltaic plant for generation of eco-power. We are also paving the way for electromobility by using electric company cars and providing charging stations.

Building Technology

Through our WAGO automation solutions and applications in the area of energy data management and lighting control, we can make a valuable contribution to energy efficiency on an international level. We insulate the facades, roofs and windows with high-quality material to prevent the loss of emitted energy. The new Communication Center at the Minden site demonstrates very good energy efficiency as per VDE 0900 (8001).


Energy Scouts

In Sondershausen, a system has existed for several years of appointing so-called energy scouts among the trainees to identified potential energy savings and implement solutions in projects. This makes our trainees and students true energy detectives within the company. The projects of the Sondershausen energy scouts received awards from the “Energy Transformer” SME initiative in 2015 and 2016. The topic of “lighting control” was selected in 2017, which links directly to the conversion to LED lighting. Energy scouts have been selected in Minden as well since 2016. Their “Grinding Machine Exhaust” project was nominated for 2017.



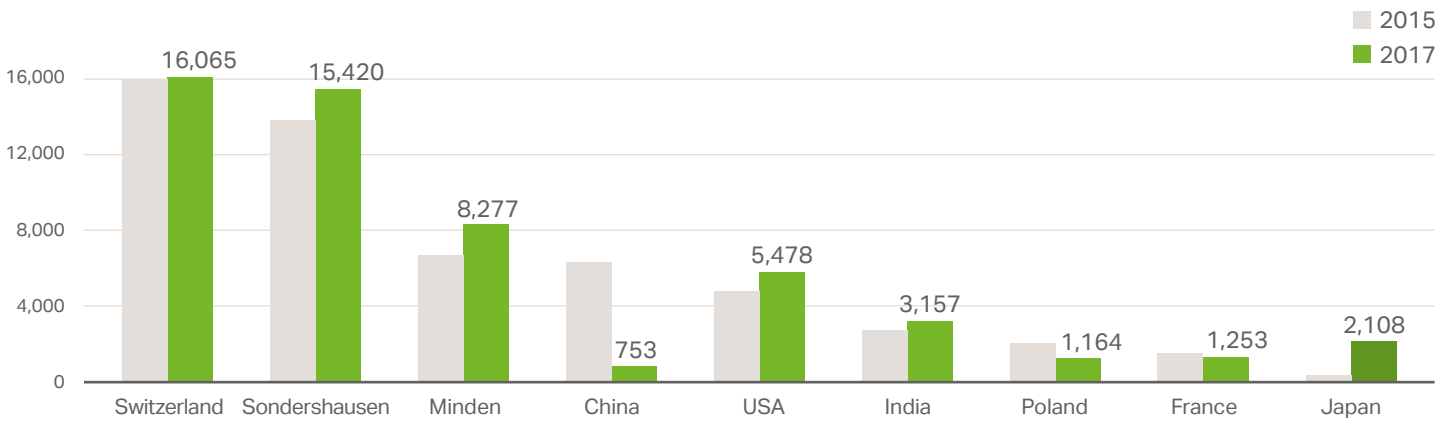
Electricity

The power demand depends on various factors such as production volume, office space and environmental conditions. For comparison: Just one kilowatt hour (kWh) suffices to run a desktop computer for about 10 hours or brew up to 70 cups of coffee. 1,401,607 kWh are generated at the Minden, Switzerland and India sites. Thus 98,112,490 cups of coffee could have been brewed at WAGO with the amount of energy generated renewably with the amount of energy generated renewably.



We were able to generate **2.6 %** of the **energy ourselves**. For Minden, the figure was 8.1 %.

Electricity Consumption per Employee [kWh]

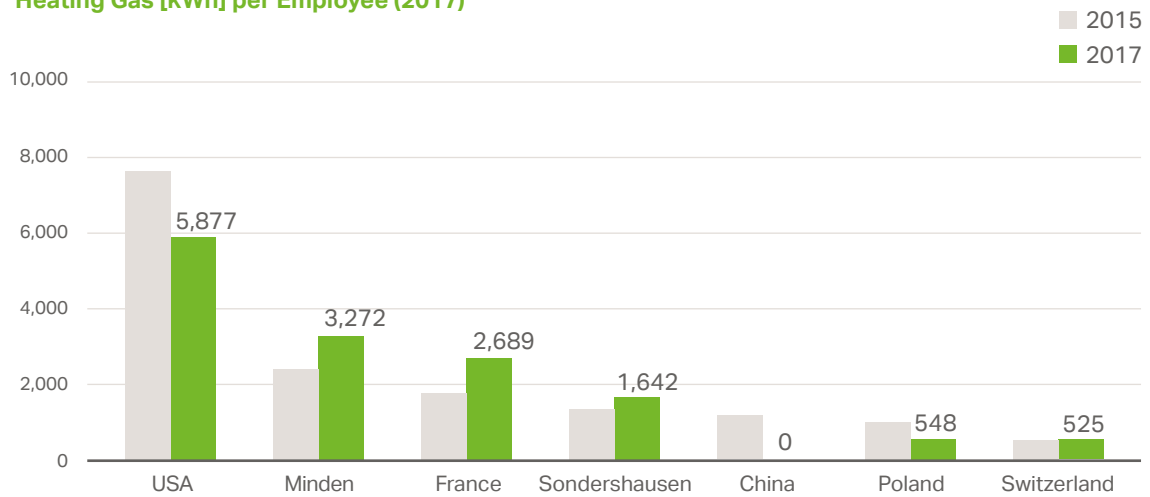


Heating Gas

The heating gas demand is similar to the electricity demand. The heating gas demand critically depends on the number of people, the intended use, the building space and the efficiency of the equipment.

A rough benchmark for the classification of the consumption: A single-person household in Germany (about 50 square meters) consumes about 5,000 kilowatt hours of natural gas.

Heating Gas [kWh] per Employee (2017)

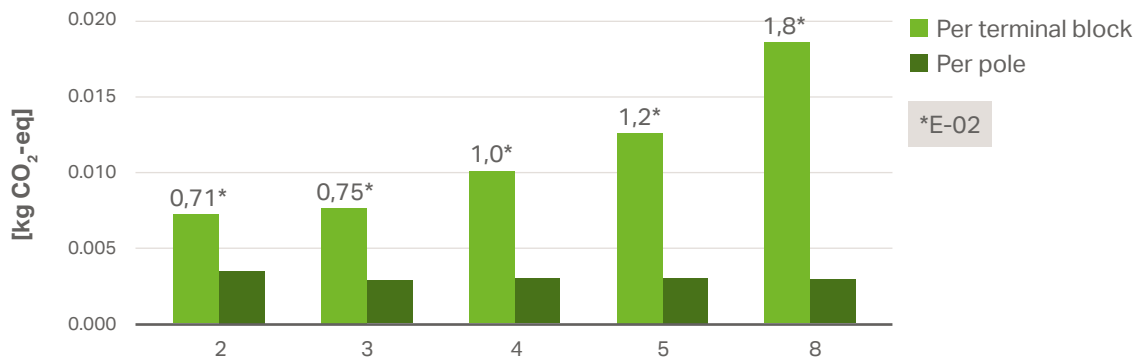


The Life Cycle of Our Products (Global Warming Potential)

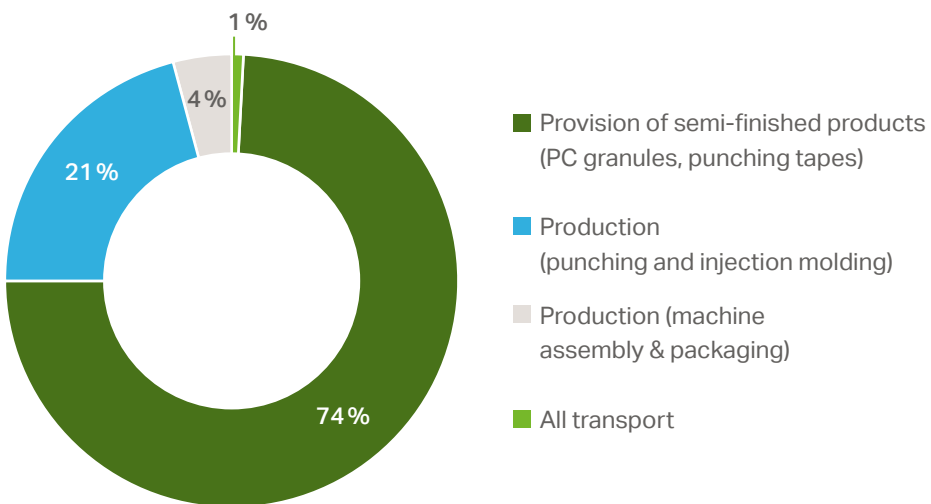
The consideration of the life cycle of a product examines all stages of the product that are relevant to the environment (from raw material extraction to recycling or final disposal). A product life cycle assessment focusing on the processes along the manufacturing sequence that are relevant to the environment is indispensable for successful development of environmentally friendly products and processes. One terminal block series was analyzed against this background in a pilot project in 2017. The best-known environmental impact is global

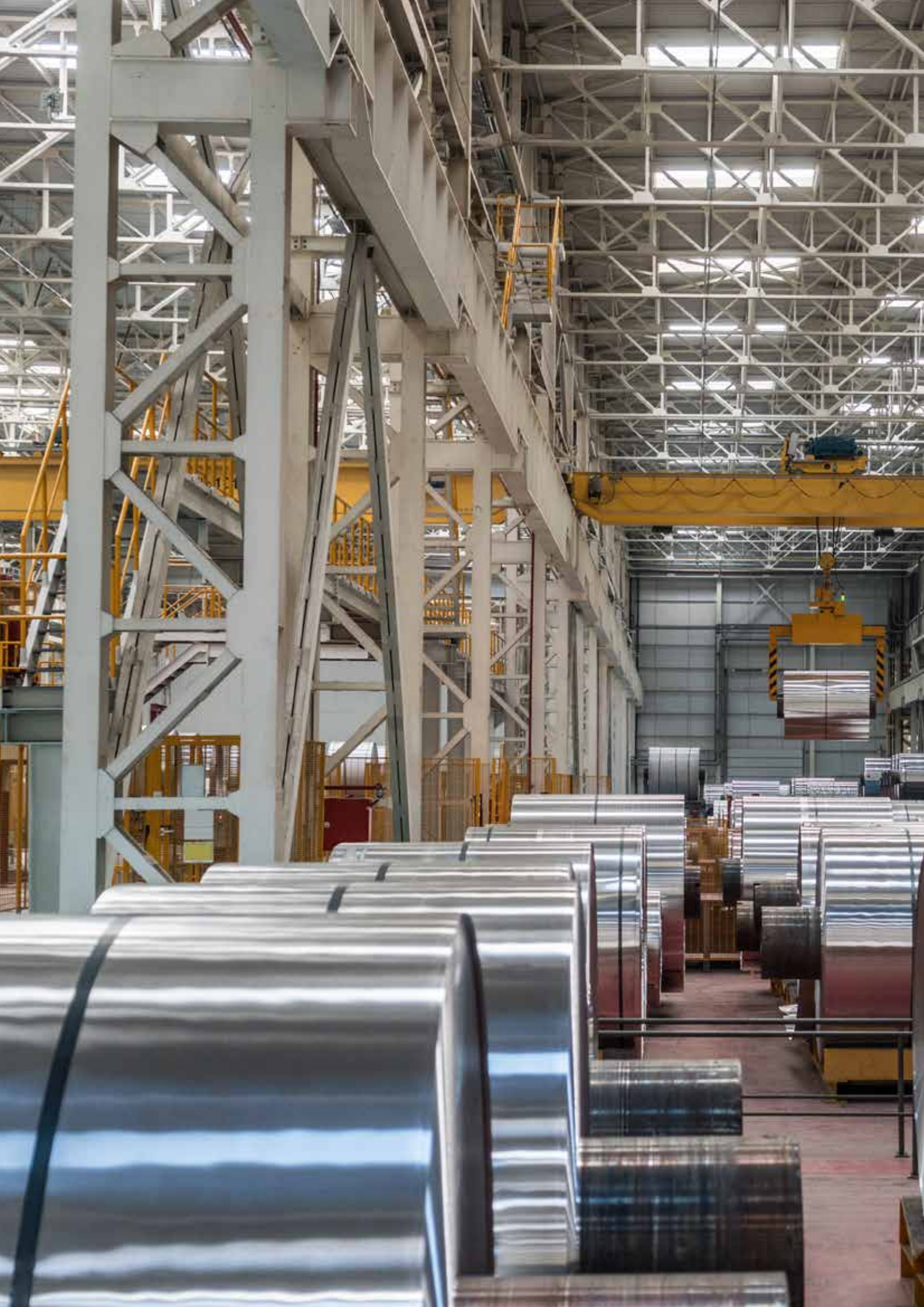
warming potential. Global warming potential quantifies the contribution of the product under consideration to climate change caused by humans. Furthermore, a life cycle assessment considers additional environmental impacts such as acidification potential, eutrophication, primary energy expenditure and others. The results for the global warming potential of the terminal block series are presented below. The global warming potential is indicated as a CO₂ equivalent value.

Global Warming Potential



Global Warming Potential





RESPONSIBILITY ALONG THE SUPPLY CHAIN

Social responsibility is not limited to employees, society and the environment. Due to the high degree of complexity, the supply chain in particular presents a great challenge. These include setting uniform social and environmental corporate standards and passing them down the supply chain, establishing measures for conformity to rules and regulations, fostering fair business relationships and maintaining strict quality requirements.

Concern for Human Rights in the Supply Chain

As an internationally active and expanding company with a comprehensive portfolio, we have a supply chain that is becoming more and more complex. In particular, we play the role of a manufacturer of electrical components and devices that are sold B2B can only sometimes be visibly identified as WAGO products by the end customer. Therefore, we describe below which measures and tools WAGO uses to address concerns about human rights. A trusting relationship with our suppliers is essential for claims of compliance with legal regulations and social standards – since such claims are generally based on self-disclosures of the suppliers and, in some cases, also results of supplier audits performed through random sampling. For many years, we have performed and evaluated supplier

surveys on the subjects of environmental management, EHS product compliance and occupational safety management and assessed our suppliers. In 2016 we also incorporated the topic of ethical and social standards. Suppliers are requested to evaluate the priority of sustainability in their company and validate this with concrete examples. Furthermore, we pass the ZVEI e.V. industry code on to our upstream supply chain.

To implement a uniform corporate standard, we work with various tools. These include a Group Policy, which is mandatory for all WAGO sites and companies, site visits and international meetings, as well as projects such as a risk analysis, a “Compliance” working group, an international directory of legal provisions and an international CSR survey



with key figures and questionnaires on the state of social, ethical and environmental topics. A qualitative analysis of concern for human rights was performed on the basis of the national action plan "Economic & Human Rights" and against the background of the risk analysis performed. The result was a catalog of measures to implement as part of compliance with the NAP.

The topic of "Conflict Minerals" also falls within the area of our company's concern for human rights. Among the raw materials specified in the Dodd-Frank Act, WAGO primarily processes tin and gold. Columbite-tantalite and wolframite may also occur in our products, depending on their composition. Therefore, WAGO's suppliers are required not to purchase or process raw materials from regions

or countries in which ethical and/or environmental concerns are regularly raised. WAGO would also like steer the supply chain towards exclusively using smelters that have been validated as "conflict free" or are listed on the "CFS Compliant Smelter List."

← UK Modern Slavery Act
Transparency Statement



Fair Business Relationships

In the areas of compliance and anti-corruption, we have so far worked primarily with our code of conduct as company guidelines, the Group Policy and awareness-raising actions in the form of information and training. In future, this area should be accompanied by preemptive measures in the form of corresponding processes.

We always seek to make both a good professional and a good personal impression on our customers and business partners. Our company's code of conduct is the basis of this. We also foster integrity and honesty in our training and are working on appropriate compliance processes and basic training programs for our employees. In this way, we take

a preventive approach to issues like corruption and shape our company culture. The starting point for this is the top-level commitment by our senior management, which requires and promotes corresponding measures. A "holistic view" is our approach and goal. We use this term to cover all active measures of the company taken to consistently follow internal and external rules and respect the applicable corporate values and the values upheld by society. Sustainability here relies on conscious acceptance and the supporting commitment of the employees as an important pillar of holistic compliance.





Quality Standards

The quality of our products is also a significant aspect of sustainability. This is because high-quality products guarantee not only safety, but durability as well. Endurance tests prove that our maintenance-free terminal blocks do not come loose, even after 35 years of use.

Our quality management system is certified according to DIN ISO 9001 and IRIS (the International

Railway Industry Standard) This is why our business processes are designed to prevent errors right from the product planning process. All WAGO products are likewise subjected to comprehensive testing and intensive examination. Automation components, for example, are tested for electromagnetic compatibility in our company's own EMC lab, accredited per DIN EN ISO/IEC 17025.

WAGO

Werte



Unsere Vision

COMMUNITY ENGAGEMENT

Our commitment goes beyond our core business. In the past, both strategic corporate alliances and individual employee campaigns have contributed to the preservation and promotion of social structures. We intend to continue these efforts. The most important issues for us in connection with society are promoting regional infrastructure, ex-

changing ideas with the community and expanding possibilities for everyone through appropriate networks and partnerships.

These are a few examples of WAGO's social engagement. You can find further projects in the previous years' CSR reports or on our homepage.

Examples from Germany

Our company is deeply rooted in the community. This fact is grounded in our tradition as a family-owned company and closely connected to the personal commitment of our partners and business managers.

One example of social engagement is the trainee project at the Minden site in cooperation with Mindener Tafel ("Minden Table"). The pilot project started at the beginning of 2017. A total of 14 trainees and students volunteered to help at the Minden Table for two days each. They sorted food, distributed it to the needy and put together a financial presentation in groups. The feedback was so positive that the cooperation was continued. All trainees and students from the first year of training are given two days off to support the Minden Table. You can find the WAGO video on the trainee project here:

<https://www.wago.com/de/verantwortung/gesellschaft>

Another example of promoting social engagement is the "Social Responsibility Sustainability Volunteer" day that was held at WAGO in 2017 in cooperation with the Minden volunteer agency. A total of 13 social organizations from the region took the time to network with WAGO employees and introduce themselves. The WAGO employees were given time off to attend the volunteer day and get information. We hope we can reach more WAGO employees with this format in the future and inspire them about sustainability topics. Topic days in Minden and Sondershausen are also planned for 2018.





As in Minden, we place great value in Sondershausen on supporting youth in selecting an occupation and on providing insight into technical fields. We therefore sponsor events coordinated with the schools at regular intervals. For example, the training department from Sondershausen has recently begun a project in cooperation with the Franzberg Regular School. Our trainees teach fifth graders about electrotechnical topics with their own teaching concepts and exercises. Thanks to several particularly dedicated employees at our Sondershausen location, we have also been participating in the "Christmas in a Shoe Box" gift

campaign for children in need since 2009. The presents donated are placed in shoe boxes and sent to children in Eastern Europe, bringing them a bit of joy for the holiday season. Our employees also participate regularly in blood donation drives and bone marrow donor registration campaigns. WAGO also promotes various construction and restoration projects and cultural projects in Minden, such as the Cultural Summer Stage and various educational initiatives. We also support regional associations with material and monetary donations.



International Examples

At our international sites as well, we endeavor to promote and support the surrounding community, as the selected examples show: Like Germany, Switzerland also has a National Future Day, on which we also open our doors to the next generation of employees. This project focuses on changing boys' and girls' perceptions and encourages them to pursue their aspirations without regard to gender. In addition, we foster and maintain partnerships with nearby schools and educational facilities to co-host events and sponsor regional projects.

With the establishment of the Community Service Volunteer Club, WAGO China demonstrates its role as a pioneer in social engagement.

The Community Service Volunteer Association aims to get involved, help others and give something back to the community. The members' activities include visits to nursing homes and care facilities, as well as engagement with kindergartens and schools after work. Through these activities, WAGO strives to set an example, demonstrate compassion and serve the community. WAGO China has already launched several community projects in the past, such as clothing drives for impoverished regions and raising donations for victims of the Tianjin Tangu explosion.

Our employees at our U.S. location are deeply committed to social causes. They support the "Adopt a Family" program, the Salvation Army and the American Cancer Society in their work to better the lives of others. We put the welfare of children first, since they are our future. WAGO Germantown hosted the Blood Center of Wisconsin blood drive three times in 2016. More than 35 employees participated regularly and donated for a good cause. According to estimates, this has saved at least 51 lives.

At our location in France, comprehensive networking and promotion of young people pursuing technical careers plays an important role. Our engineers help shape school textbooks by acting as technical consultants, and our automation experts serve as lecturers at the university. Our employees also get involved outside of the technical field. A good example of this is participation in marathons to raise donations for handicapped children. WAGO Poland supports a nearby children's hospice.



German Sustainability Code Index

The report was developed on the basis of the criteria of the German Sustainability Code. The GRI SRS indicators were used. You can find an overview of the corresponding references in the table.

No.	Criterion	Description	Reference
0	General	Information on the company and business model	Foreword, Insights into Our WAGO World
1	Strategic analysis and measures	Sustainability strategy, components, opportunities & measures	Responsible Corporate Management
2	Sustainability	Social environment, impacts of business activities, relevant sustainability issues, social and environmental opportunities and risks	See previous year's report; a further sustainability analysis is planned.
3	Goals	Goals for sustainability measures, monitoring	No WAGO-wide sustainability goals have been set yet. Work on this is in progress.
4	Depth of the value-added chain	Value-added chain of the company, significance of sustainability and sustainability criteria, social and environmental challenges, communication with suppliers and business partners	Responsibility along the Supply Chain
5	Responsibility	Responsibility for sustainability topics (strategy, monitoring, analysis)	Responsible corporate governance; responsibility lies with the "Personnel and Organization" division; every employee can make a contribution during operations; certain departments play a special role
6	Rules and processes	Management of the general sustainability strategy	Responsible Corporate Management
7	Monitoring	Performance indicators to review; reliability, comparability, consistency	CSR reporting, including international key CSR figures survey. is in the process of being set up. WAGO focuses on the GRI SRS indicators
8	Incentive systems	Compensation schemes with integrated sustainability criteria	So far, sustainability has not been integrated into the compensation scheme as an overarching criterion
9	Participation of the stakeholders	Identification of important stakeholders and regular communication	Sustainability & stakeholders

No.	Criterion	Description	Reference
10	Innovation and product management	Identifying social and environmental impacts of the essential products and services; sustainable organization	Products, topics, Product-Related Environmental Protection, Concern for Human Rights in the Supply Chain
11	Use of natural resources	Materials used, as well as input and output of water, soil, waste, energy, land, biodiversity and emissions for the life cycle of products and services	WAGO in Figures, Environmental Protection
12	Resource management	Goals for environmental aspects of corporate activities and measures taken	Environmental protection: The specific goals and measures of the departments have not yet been summarized in a higher-level CSR roadmap.
13	Climate-relevant emissions	Climate-relevant emissions and reduction targets, as well as percentage of renewable energies	The Life Cycle of Our Products
14	Employees' rights	Compliance with labor standards, participation of employees, promotion of sustainability management, goals and results	Employees, Responsible Corporate Management
15	Equal opportunity	Processes and goals related to equal opportunity, diversity, occupational safety, health protection etc.	Employees
16	Qualifications	Measures to maintain and promote employability	Employees
17	Human rights	Measures, strategies and goals for respecting human rights in the company's supply chain	Concern for Human Rights in the Supply Chain
18	Community	Contribution to common good in the region	Community
19	Political influence	Disclosure of political influence	Supply chain
20	Behaving in accordance with laws and guidelines	Disclosure of measures, standards, systems and processes to prevent unlawful conduct	Supply chain

WAGO Kontakttechnik GmbH & Co. KG

Postfach 2880 · 32385 Minden
Hansastraße 27 · D-32423 Minden
info@wago.com
www.wago.com

Headquarters	0571/ 887 - 0
Sales	0571/ 887 - 222
Orders	0571/ 887 - 44 333
Fax	0571/ 887 - 844 169

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