

Communication on Progress 2020

United Nations Global Compact

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Coordinators Sustainability

Detmold, December 2021

Weidmüller 

Content

A photograph of a Weidmüller industrial machine, likely a terminal block processing unit, with several trays of terminal blocks in the foreground. The machine is grey and orange, and the brand name 'Weidmüller' is visible on its top surface.

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Editorial

As a family-owned company with a long tradition, we have been committed to greater sustainability and social responsibility beyond our legal obligations for generations. As part of our integrated management system, we identify risks along our value chain and take measures to continuously reduce burdens on people and the environment. In addition, we are proactive and invest in the health and education of our employees, especially in the new generation – through training and the promotion of young talent. We are socially and civically engaged and use environmentally friendly technologies in our business.

Weidmüller is expressly committed to the ten universally recognized principles of the Global Compact in the areas of human rights, labour standards, environmental protection and anti-corruption, and provides evidence of its compliance with these principles on the following pages.



Dr. Timo Berger
Chief Sales Officer

Volker Bibelhausen
Speaker of the Executive Board and
Chief Technology Officer

André Sombecki
Chief Financial Officer

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights and

Principle 2: make sure that they are not complicit in human rights abuses.

Weidmüller is a family-owned company in its third generation. Respect for human rights is an integral part of the company's culture and, among other things, is written down in the Family Constitution, which forms the basis of the group's entrepreneurial activities. Weidmüller also voluntarily commits itself to internationally applicable guidelines for the world of work within the scope of several voluntary commitments, which also include respect for human rights globally.

In addition to the regulations in the company's own commitments such as the Family Constitution, the Shareholders' Compass and the Management and Employee Guidelines, Weidmüller also complies with the Code of Conduct of the German Electrical and Electronic Manufacturers' Association (ZVEI).

Additionally, suppliers are required to commit to the Code of Conduct and comply with the voluntary commitments listed therein. This forms the basis for joint business relationships. All of these measures apply at all Weidmüller Group locations worldwide and are monitored constantly.



Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining,

Principle 4: the elimination of all forms of forced and compulsory labour,

Principle 5: the effective abolition of child Labour and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Weidmüller reviews compliance with labour standards throughout the company on a regular basis. Weidmüller conducts annual employee appraisals as part of a group-wide skill management program to build and develop expertise. In addition, there is early succession planning for all key functions worldwide. Regular feedback is used to adapt and further develop training measures. Parts of the trainings are carried out at the in-house Weidmüller Academies in Detmold and Shanghai. Weidmüller offers a variety of trainings in its online training tool for all employees worldwide.

Weidmüller operates a standardized group-wide onboarding process for future supplying partners. A central component of this process is proof of compliance with measures to ensure internationally recognized and valid occupational safety regulations for our partners.

Weidmüller also makes great efforts through training in the area of occupational safety – both in production and in administration. Prevention is also achieved through awareness campaigns with "Ferdì", the Weidmüller safety cartoon character, and targeted campaigns with employees. With a focus on production, occupational safety is integrated into the ordering process for new machines to ensure compliance with safety regulations. These measures minimize occupational accidents. On the occurrence of an accident it is analysed by experts, measures are derived and followed up.



Environment

Principle 7: Businesses should support a precautionary approach to environmental Challenges,

Principle 8: undertake initiatives to promote greater environmental responsibility and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Weidmüller operates an environmental and energy management system certified to ISO 14001 and 50001. Modern production and office buildings with photovoltaic systems plus geothermal energy in our buildings helped to reduce Weidmüller's overall CO₂ emissions of 19 percent from 2017 to 2020. Weidmüller also reduces its water consumption and waste continuously.

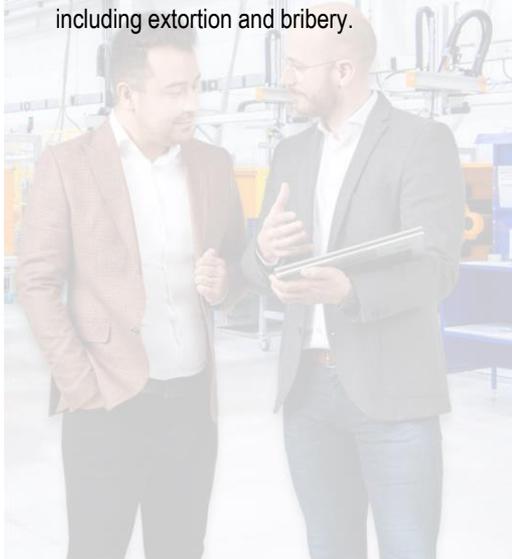
Weidmüller not only pursues the goals of energy and environmental management internally, but also offers its customers and partners sustainable products and solutions in the areas of solar, wind and electromobility for the necessary technological change. At the product level, every new development and change goes through a sustainability workshop, which is part of the product development process where the focus is on environmental and eco-design criteria. Furthermore, failure to meet product-specific environmental management criteria (e.g. RoHS/ REACH) leads to supplier exclusion as early as in the onboarding process.

Weidmüller has established an international sustainability management system that is anchored in company-wide guidelines. The transmission into processes is monitored through internal audits. The Sustainability Steering Committee, headed by the Sustainability Officer, decides on relevant sustainability topics that are incorporated into this system and contribute to its ongoing progress. Risk management, as an integral part of this system, is used to assess internal risks as well as external risks considering our partners.



Anti-Corruption

Principle 10: Businesses should work against all forms of corruption, including extortion and bribery.



Weidmüller is constantly working on its compliance management, training its employees in this aspect and is also auditing itself by external partners on a regular basis. The company finds itself in an increasingly complex regulatory environment and, as a growing international group of companies, has to take account of a large number of people, mentalities and business transactions. Non-compliance with external requirements such as statutory regulations, rules and ordinances can result in financial losses in the form of fines and claims for damages, as well as competitive disadvantages due to damage to the company's image and the blocking of contracts.

The Chief Compliance Officer's responsibility also includes the global fight against corruption within the Weidmüller Group. He is supported by local compliance officers in the Group Companies. In addition, the direct lines of communication to the Chief Compliance Officer are used on an ongoing basis and the central flow of information is ensured through training.

A confidential whistleblowing mailbox according to local or worldwide laws and regulations is accessible via the internet and intranet in various local languages. A process for follow up and implementation of measures with regards to findings or issues is established.



Declaration of continued support by the CEO

1. Businesses should support and respect the protection of internationally proclaimed human rights and
2. make sure that they are not complicit in human rights abuses.
3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining,
4. the elimination of all forms of forced and compulsory labour,
5. the effective abolition of child labour and
6. the elimination of discrimination in respect of employment and occupation.
7. Businesses should support a precautionary approach to environmental challenges,
8. undertake initiatives to promote greater environmental responsibility and
9. encourage the development and diffusion of environmentally friendly technologies.
10. Businesses should work against all forms of corruption, including extortion and bribery.

The Weidmüller Group declares its support for the United Nations Global Compact and affirms its lasting commitment to the Global Compact and its ten principles.

Detmold, 20. December 2021



Volker Bibelhausen, Speaker of the Executive Board, Weidmüller Group





Weidmüller –
A Global Player from East Westphalia

We are where our customers are

Contact

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