# Communication on Progress 2021

**United Nations Global Compact** 

Anne-Kathrin Grote and Maleen Schnelle Sustainability Officers Detmold, December 2022





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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. Weidmüller respects and supports compliance with internationally recognized human rights: the United Nations Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, the core labor standards of the International Labor Organization, and the United Nations Guiding Principles on Business and Human Rights.

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 joint Code of Conduct of the German Electrical and Electronic Manufacturers' Association (ZVEI) & the German Mechanical Engineering Industry Association (VDMA).

Additionally, suppliers and customers 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.



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#### 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 "Ferdi", 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.



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#### **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 CO<sub>2</sub> emissions by -14 percent in terms of square meters from 2019 to 2021. We take our responsibility for climate protection very seriously. We would like to further minimize our CO<sub>2</sub> emissions in the future. That is why we have been actively involved in the "Ways to a climate-neutral company" project since 2021. 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 companywide guidelines. The transmission into processes is monitored through internal audits.



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### **Anti-Corruption**

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



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Weidmüller does not tolerate any form of corruption by its employees, business partners or customers. It is a matter of course for us to comply with all current laws in the countries in which we operate. Within the scope of our business activities the UN Global Compact and the ZVEI-VDMA Code of Conduct, to which we have committed ourselves, as well as our internal regulations and obligations complement the aforementioned.

To ensure Compliance at Weidmüller we are continuously working on our Compliance Program and Compliance Management System. Sensitised Management and Local Compliance Officers ensure the enforcement and compliance behaviour in each entity, while the organisation is done by Group Compliance as central department. Internal instructions, guidelines, processes and e-trainings on the most important topics such as anti-corruption, anti-trust, conflict of interest, among others form the basis of the Weidmüller compliance organisation.

In order to ensure demand- and risk-oriented compliance measures a continuous risk approach is implemented as a basis to identify where and which compliance measures are necessary. Face-to-face trainings are held regularly and with content focused to the target group. The whole system is regularly reviewed and optimized, both from internal and external side. In addition to the internal compliance contacts, Weidmüller has established an external ombudsman who can be contacted in confidentiality by all employees and third parties worldwide.



## 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, 1st December 2022

Volker Bibelhausen, Speaker of the Executive Board, Weidmüller Group



Weidmüller – A Global Player from East Westphalia We are where our customers are Weidmüller GroupNameAnne-Kathrin Grote and Maleen SchnellePositionSustainability Officers

#### Klingenbergstraße 26 32758 Detmold, Germany

Contact

- Email <u>Anne-Kathrin.Grote@weidmueller.com</u>
- Email Maleen.Schnelle@weidmueller.com
- Web www.weidmueller.com

