



Policy Statement of the Weidmüller Group

on compliance with human rights and environmental due diligence obligations in accordance with Section 6 (2) of the Act on Corporate Due Diligence Obligations in Supply Chains of 16 July 2021 (Lieferkettensorgfaltspflichtengesetz - LkSG)

The Weidmüller Group is represented in over 80 countries with production facilities and sales companies. Around 6,000 people are employed at the locations worldwide.

Within the Weidmüller Group, there are two Group companies subject to reporting requirements in accordance with Section 10 LkSG, to which the LkSG has been applicable since 1st of January, 2024 in accordance with Section 1 (1) LkSG. These are the Weidmüller Holding AG & Co KG and the Weidmüller Interface GmbH & Co KG.

As a globally active family business, Weidmüller is aware of its responsibility to respect human rights and to comply with human rights and environmental due diligence obligations. This is the benchmark for Weidmüller's understanding of corporate responsibility along the supply and value chain.

The following describes the Weidmüller Group's obligations to comply with international human rights and environmental standards, Weidmüller's expectations towards its employees and suppliers based on the initial risk analysis, the conventions listed in the annex to the LkSG, and the procedures with which Weidmüller fulfils its obligations under Section 4 (1), Section 5 (1), Sections 6 (3) to (5) and Sections 7 to 10 LkSG. Furthermore, the priority human rights and environmental risks identified for the Weidmüller Group based on the initial risk analysis are described with regards to the conventions listed in the Annex to the LkSG.

Weidmüller's commitments to comply with international human rights and environmental standards

Commitments to international human rights standards and principles

As a family-owned company, Weidmüller respects and supports compliance with the following internationally recognised human rights standards:

- United Nations Universal Declaration of Human Rights
- International Covenant of 19 December 1966 on Civil and Political Rights of the United Nations
- International Covenant of 19 December 1966 on Economic, Social and Cultural Rights of the United Nations
- Declaration of the International Labour Organisation (ILO) on Fundamental Principles and Rights at Work
- United Nations Guiding Principles on Business and Human Rights (UNGPs)
- Ten principles of the UN Global Compact
- Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises

For Weidmüller, respect for human rights is a fundamental component of responsible corporate governance. The Weidmüller Code of Conduct, which is based on the Industry Code of Conduct of the ZVEI and VDMA, builds on these principles listed above. It is binding for all employees, applies to all Group Companies and production sites worldwide and forms the basis for co-operation with all business partners. As a participant in the United Nations Global Compact, Weidmüller is committed to upholding human rights and respecting the rights of its employees and their representatives. Weidmüller is committed to preventing, minimising and, as far as possible, eliminating adverse effects on human rights in the course of its business activities worldwide. The Weidmüller Group's understanding of human rights is set out in the Weidmüller Group's „Global Human Rights and Decent Work Principles“ document, which is publicly available on the Weidmüller website.

Commitment to environmental international standards

The activities in our own business area and in the supply chain always have an impact on the environment, which can lead directly and indirectly to human rights risks and adverse effects on human rights. Weidmüller is therefore committed to the following environmental standards, among others::

- Minamata Convention on Mercury of 10 October 2013 (Minamata Convention)
- Stockholm Convention of 23 May 2001 on Persistent Organic Pollutants (POP Convention), last amended by the decision of 6 May 2005
- Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal of 22 March 1989 (Basel Convention), last amended by the Third Ordinance amending the Annexes to the Basel Convention of 22 March 1989 of 6 May 2014

Weidmüller Group Expectations on employees and suppliers, Section 6 (2) sentence 3 LkSG

For Weidmüller and its employees, respect for human rights is a fundamental component of responsible corporate governance. Weidmüller is convinced that sustainable management is only possible through ethical behaviour and acting with integrity.

In its global business activities, Weidmüller ensures that the defined values are practised, and that human rights and environmental expectations are met. The same is expected of its business partners. The obligation to comply with due diligence obligations, as defined by the LkSG, therefore applies both to employees and the Weidmüller Group's own business operations as well as to business partners in the supply chain.

This expectation is anchored in all relevant business processes as well as in internal and external regulations, for example in the Weidmüller Code of Conduct, the Group guidelines, in employee training on the LkSG, in contractual provisions with business partners, and in this policy statement.

Weidmüller expects all employees and business partners to be committed to comply with the Weidmüller Code of Conduct. In the case of business partners, the obligation to provide an equivalent declaration is also accepted. The Weidmüller Code of Conduct outlines numerous behavioural obligations and thus safeguards the fundamental human rights of employees in particular. In addition, Weidmüller has drawn up global corporate governance guidelines on the following topics, among others: „Global Human Rights and Decent Work Principles“, „Environment, Health & Safety Guideline“ and „Conflict Minerals Management“.

In addition to the expectations already mentioned, Weidmüller also has further expectations of its suppliers. In addition to the Code of Conduct, the comprehensive obligation of suppliers to comply with applicable law also includes further behavioural requirements such as

- Prohibition of forced and child labour
- Fair employment conditions (wages, working hours, holidays)
- Right to freedom of assembly and association
- Responsibility for health and safety standards
- Prohibition of discrimination
- Provision of anonymous complaints mechanisms

These principles are part of the contractual agreements with all suppliers. Weidmüller expects its suppliers to also commit themselves to respecting human rights and protecting the environment, to implement appropriate due diligence processes and to apply these principles on to their own suppliers.

Description of the procedure for the fulfilment of due diligence obligations according to Section 6 (2) sentence 1 LkSG

1. Establishment of risk management, Section 4 (1) LkSG

Effective and efficient risk management is essential for the implementation of human rights and environmental due diligence obligations according to the LkSG. The core elements are the holistic identification of risks and their potential impact in order to be able to take appropriate measures. In the Weidmüller Group, clear responsibilities have been established in a risk management system to manage the risks arising from the protected legal positions of the LkSG. Weidmüller Interface GmbH & Co KG assumes responsibility within the Weidmüller Group for the implementation of risk management in accordance with the LkSG.

The first level consists of the Managing Directors of the Group companies as well as the specialist and functional divisions, who are responsible for day-to-day operations. In their operational activities, they encounter risks, including to LkSG's protected legal positions, which they identify at an early stage, analyse, and actively manage through suitable preventive measures. Procurement is the relevant area for ensuring LkSG's human rights and environmental due diligence obligations in the supply chain.

The second level consists of the advisory departments and is organised in the form of a committee (CSR Governance Board). In relation to the LkSG's protected legal positions at Group level, this consists of Group Compliance, Legal, HR, EHS (environment, occupational health and safety), Sustainability, and Procurement. These advisory departments are responsible for ensuring that processes are compliant and for advising and supporting the operating divisions in their risk management.

The third level is formed by the Internal Audit department as an all-encompassing, independent auditing body.

In addition to the aforementioned structures, the Weidmüller Group created the independent function of two human rights officers (CSR Governance Officers) in May 2023. One CSR Governance Officer is based in Procurement and is responsible for the supply chain, while another CSR Governance Officer is responsible for the company's own business area and is based in the sustainability department. At Weidmüller, these functions are located within the organisational framework of risk management for the LkSG as a continuously controlling, monitoring and advisory function. They thus complete the holistic system for managing the LkSG's corporate risks.

2. Risk analysis procedures in own business area and at suppliers, Section 5 (1) LkSG as well as priority human rights and environmental risks, Section 6 (2) sentence 2 LkSG

The fulfilment of Weidmüller's due diligence obligations is based on a comprehensive risk analysis. The human rights and environmental risks arising from the company's business activities are reviewed regularly, but at least once a year. The risk analysis is also updated if business activities change, specific risks or violations are identified or substantiated knowledge of possible risks or violations is obtained.

When preparing the risk analysis, Weidmüller takes into account the nature and scope of its business activities as an international company with corresponding global supply chains. In addition, recognised international standards such as the UN Guiding Principles on Business and Human Rights, the ten principles of the UN Global Compact, the conventions of the International Labour Organisation (ILO), and the conventions listed in the annex to the LkSG are taken into account. The risk analysis is also in line with the relevant BAFA handouts, and the risk database provided.

Weidmüller uses digitalised risk data and analysis methods for risk analysis according to the LkSG. In its own business area, the risk analysis is also carried out in the form of self-assessments. All processes and measures are documented on an ongoing basis. Suppliers are assessed according to their potential risk based on country and product group. The results of audits carried out are also included in the risk analysis. A detailed analysis is carried out in the event of any suspicious cases and appropriate corrective, preventive, and remedial measures are initiated.

Priority human rights and environmental risks identified in the initial risk analysis are unequal treat-

ment in the employment relationship and a failure to comply with the obligations of occupational health and safety and working conditions applicable to the place of employment. In addition, due to Weidmüller's activities in regions and markets where the legal right to freedom of association does not exist or is restricted, this risk was also prioritised. These regions and markets are kept under constant observation.

3. Procedure for anchoring preventive measures, Section 6 LkSG

a. Preventive measures in own business area, Section 6 (3) LkSG

In 2023, Weidmüller began to take suitable preventive measures to counteract already recognisable or known risks to the protected legal positions of the LkSG.

For example, the Sustainability, HR, EHS, and Compliance departments have introduced the „Global Human Rights and Decent Work Principles“ corporate governance guideline, which is based on the SA 8000 and ISO 26000 standards, and communicated it both internally and externally. These principles apply to all employees and business partners. This guideline is also the basis for the self-assessments of the risk analysis in our own business area.

Basic measures to prevent human rights violations against employees, such as the Weidmüller Code of Conduct, were introduced and existing measures for human rights protection were expanded.

In addition, all managers have been trained in the LkSG and this knowledge is regularly refreshed in management training sessions. In addition, LkSG training courses and training on the Weidmüller Code of Conduct have already taken place for all purchasing employees worldwide.

The effectiveness of the measures is reviewed on an ongoing basis in accordance with Section 6 (5) LkSG, taking into account the latest findings of the risk analysis, and the preventive measures are adapted or expanded if necessary.

b. Preventive measures for suppliers, Section 6 (4) LkSG

Even before the LkSG came into force, Weidmüller had already begun to take preventive measures to counter recognisable or known risks that are covered by the protected legal positions of the LkSG.

In the risk area of direct suppliers, a standardised onboarding process was introduced, among other things, which provides for the incorporation of the regulations of the Weidmüller Code of Conduct and additional environmentally relevant requirements for business partners. Contractual standards for supplier agreements were adapted to the existing requirements and expanded.

Continuous monitoring has been implemented to identify and minimise risks. A system for on-site inspections has been implemented as part of audit management and is being continuously developed.

The effectiveness of the measures is reviewed on an ongoing basis in accordance with Section 6 (5) LkSG, taking into account the latest findings of the risk analysis, and the preventive measures are adapted or expanded if necessary.

4. Procedure for taking remedial measures, Section 7 LkSG

a. Remedial measures in own business area, Section 7 (1) LkSG

Should Weidmüller become aware of possible, imminent, or actual violations of the protected legal positions of the LkSG, remedial measures will be taken immediately.

Established processes and information chains ensure that incoming or known indications of possible violations of the protected legal positions of the LkSG in the company's own business area are forwarded immediately by the responsible employees. Together with the responsible departments, suitable measures and action plans are then elaborated in order for the violation to be terminated.

The effectiveness of the measures is reviewed on an ongoing basis in accordance with Section 7 (4) LkSG and the remedial measures are adapted or extended if necessary.

b. Remedial measures for direct suppliers, Section 7 (2) LkSG

Should Weidmüller become aware of possible, imminent, or actual violations of the protected legal positions of the LkSG, remedial measures will be initiated immediately. The aim is to prevent, terminate, or minimise such violations.

Weidmüller uses defined information chains to ensure that incoming or known indications of possible violations of the provisions of the LkSG by suppliers are immediately forwarded to the responsible employees. They initiate all necessary steps to investigate the matter and to draw up an action plan, in cooperation with the supplier, to terminate or reduce the violation. At the same time, Procurement then monitors its implementation.

The effectiveness of the measures is reviewed on an ongoing basis in accordance with Section 7 (4) LkSG and the remedial measures are adapted or extended if necessary.

5. Complaints procedure, Section 8 LkSG

The Weidmüller Group has established an ombudsman for the implementation of an independent, impartial, and confidential complaints procedure to which employees, business partners, and third parties can report information on irregularities, incorrect business practices and other potential grievances in connection with Weidmüller's business activities confidentially and, if desired, anonymously.

This applies in particular to violations of laws, external and internal regulations, including human rights or environmental risks as well as violations of human rights or environmental obligations according to the LkSG, which exist or have arisen in the context of the activities of Weidmüller or a direct or indirect supplier.

To maximise accessibility, reports can be submitted worldwide, around the clock, via various contact options and in different languages. All incoming reports are taken seriously and examined and processed in a transparent, independent, and impartial procedure.

Further information on the Weidmüller Group's ombudsman and the rules of procedure for the complaints procedure can be found on the Weidmüller website under Compliance.

The effectiveness of the complaint's procedure is reviewed on an ongoing basis in accordance with Section 8 (5) LkSG and is adapted or expanded as necessary.

6. Procedure for anchoring and taking measures for indirect suppliers, Section 9 LkSG

In the case of indirect suppliers, Weidmüller shall, in the event of substantiated knowledge of an (imminent) violation, draw up a concept for the correction, prevention, termination, or minimisation of human rights or environmental violations and work towards its implementation.

7. Procedures for documentation and fulfilment of external and internal reporting obligations, Section 10 LkSG

a. Documentation and reporting

Weidmüller's efforts to effectively implement the due diligence obligations are documented internally on an ongoing basis and this documentation is retained for at least seven years in accordance with the statutory retention period.

The annual, freely accessible publication of the report on the fulfilment of the due diligence obligations in the past year complies with the legal requirements in accordance with Section 10 LkSG and is both submitted to the Federal Office for Economic Affairs and Export Control (BAFA) and published on the Weidmüller website.

The fulfilment of the duty to inform the management and supervisory bodies of the Weidmüller Group in accordance with Section 4 (3) sentence 2 LkSG is ensured by the CSR Governance Board and the CSR Governance Officers.

b. Effectiveness control

Weidmüller reviews the effectiveness of the measures taken to implement the human rights and environmental due diligence obligations according to the LkSG at least once a year and on an ad hoc basis in order to prevent and mitigate adverse human rights impacts. This is carried out by the Internal Audit department

This policy statement will be adapted depending on the progress or further development of the Weidmüller Group's risk analysis for the protected legal positions of the LkSG and in the event that specific risks are identified.

Signature of the Executive Board



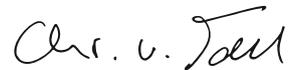
Dr. Sebastian Durst
Chief Executive Officer



Dr. Timo Berger
Chief Technology Officer



André Sombecki
Chief Financial Officer



Dr. Christian von Toll
Chief Sales Officer