



Consulting | Engineering



# Code of Conduct

Policy Statement

# Sustainability is an integral part of our business operations.



At WESSLING Consulting Engineering GmbH & Co.KG (WCE), we see compliance with ethical, social and environmental standards throughout the entire supply chain as an opportunity to address environmental, economic and social issues within a shared framework, whilst also ensuring the continuous improvement of our own performance.

This Code of Conduct sets out the expectations for us and our partners to jointly ensure a responsible and sustainable value chain. This Code of Conduct is based on national laws and regulations as well as international conventions. The United Nations Universal Declaration of Human Rights, the Guidelines on Children's Rights and Business, the United Nations 'Business and Human Rights' Guidelines, the International Labour Organisation's international labour standards and the United Nations Global Compact provide the framework for our actions.

We view sustainable business practice as an integral way of shaping the future, which makes us a reliable and attractive partner for our business partners, employees, public authorities and other stakeholders. Environmental and social considerations shape our business practices, not least because we believe that sustainability is a key foundation of our shared economic success. We therefore apply the principles and standards set out here regarding social responsibility and environmental protection not only to ourselves but also to our partners.

Let us work together to achieve a positive and sustainable impact.

# Labour and Human Rights

## Social Responsibility



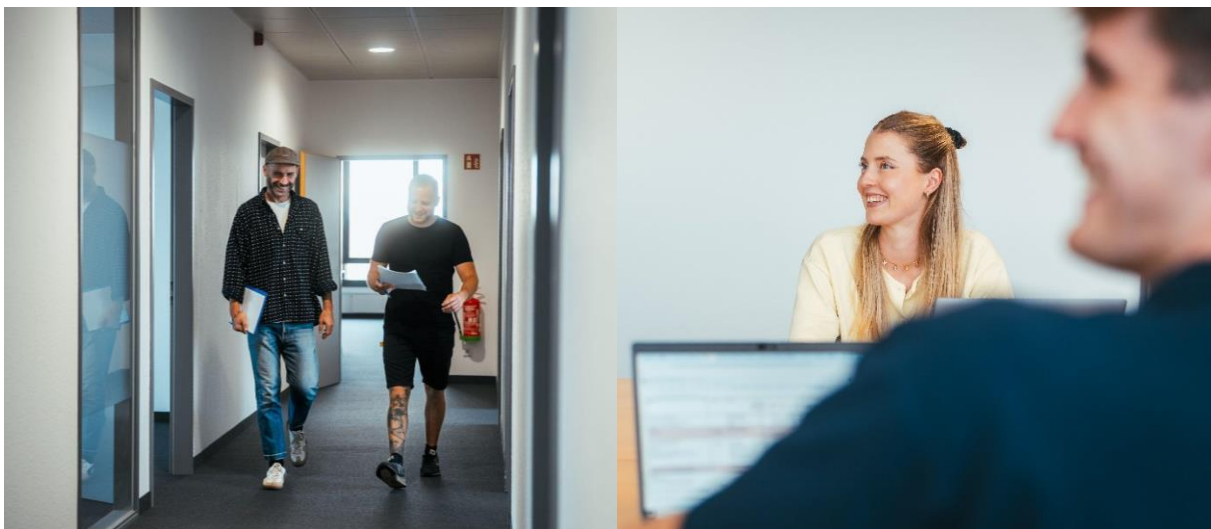
### Human Rights, Diversity and Inclusion

WCE regards the comprehensive protection of international human rights as an obligation. Human rights are an integral part of our identity, and we expect the same from our partners. Particular attention is paid to international relations in this regard. The consistent prevention and abolition of child labour, the elimination of forced labour, and ensuring that there is absolutely no room for discrimination in employment are non-negotiable.

We are committed to ensuring that our employees are treated fairly and with respect. We expect the same from our partners. This includes ensuring that work is not carried out under conditions of abuse, harassment, corporal punishment or torture, nor under threats or coercion. Our aim is to promote a working environment based on mutual respect and dignity.

We view diversity as an asset that helps us to be an attractive company for our partners. Therefore, all employees, regardless of skin colour, gender, language, religion, personal beliefs, national or social origin, or any other status, have the same rights, obligations and opportunities. WCE regards respect, tolerance and equal opportunities as the foundation for the personal development and creativity of its employees. Appreciation and satisfaction are cornerstones of WCE's identity.

We expect this attitude from everyone who acts or works at or with WCE.



## Health and safety at work

We set high standards for the protection of health and safety in the workplace. The health of our employees is our top priority. We expect that our partners' employees, too, are able to work in a safe environment and that effective preventive measures are a matter of course.

To achieve these objectives, we expect both ourselves and our partners to systematically identify potential sources of danger and to take appropriate measures to mitigate risks.

We strive to work in partnership with our partners to jointly create a working environment that is not only efficient and effective, but also safe and conducive to the health of everyone.



## Statutory requirements and other binding obligations

Identifying and complying with labour, environmental and social requirements forms the basis of our actions.

As a company committed to active social responsibility, compliance with the Minimum Wage Act (MiLoG) in Germany is of paramount importance. We expect both ourselves and our partners to ensure that all employees are paid fairly and appropriately.

We are committed to maintaining relationships with our partners that are guided by the principles of business ethics. We regard honesty, fairness, transparency and respect as binding obligations.

# Ethical responsibility

## **Integrity in business dealings**

Any form of corruption, embezzlement, breach of trust or money laundering undermines WCE's understanding of fair competition. We do not merely require our partners to refrain from such practices. Even the mere making of unfair offers to WCE staff will inevitably lead to the termination of the partnership.

In doing so, we consistently distance ourselves from unlawful payments or other forms of unfair inducements. We also expect our partners to make decisions based on objectivity and competence, without being influenced by inappropriate benefits.

## **Conflicts of Interest**

We regard transparency and integrity as the foundation for our collaboration with our partners. We therefore expect both ourselves and our partners to engage in proactive dialogue regarding situations that could lead to conflicts of interest. We regard conflicts of interest as a risk to fair dealings and legal compliance.

## **Data Protection**

The protection of confidential information and intellectual property rights is a matter of course for WCE. We expect both ourselves and our partners to fulfil this responsibility in an appropriate manner that complies with the law at all times.

We are committed to treating confidential information and intellectual property rights with the utmost care. This encompasses not only compliance with data protection regulations, but also the implementation of security measures to ensure that this information is protected against unauthorised access. We expect the same from our partners.

# Environmental responsibility



## Resource Management and Climate Protection

WCE regards the careful use of natural resources and the protection of our environment as an integral part of our corporate philosophy. We therefore expect our partners to manage these valuable resources responsibly and efficiently. This includes, for example, the protection of biodiversity, addressing climate change, waste prevention and management, the energy-efficient use of resources, and water consumption. We also expect our partners to develop and implement their own strategies to actively address these challenges.

We expect both ourselves and our partners to make an active contribution to reducing waste volumes and, at the very least, to ensure efficient waste management that complies with the law and prioritises waste prevention.



## Handling hazardous and water-polluting substances

The improper handling of hazardous substances or substances that pose a risk to water poses a risk to staff and the environment. We expect both ourselves and our partners to consistently comply with statutory and other regulations governing the handling of hazardous substances or substances that pose a risk to water, including their storage and supply. Avoiding the use of hazardous or water-polluting substances and substituting these substances takes precedence over protective measures.

Furthermore, we expect both ourselves and our partners to fulfil the relevant information and communication obligations.

# Management systems



## Continuous improvement in quality, environmental performance and social aspects

We maintain an integrated management system which, as a structured set of guidelines comprising instructions, processes and responsibilities, is designed to ensure the continuous improvement of our practices in the areas of quality, the environment, health and safety, and sustainability.

As a learning organisation, our commitment to continuous improvement makes it clear that we recognise that mistakes can happen. When errors occur, the focus is on why the error happened, rather than on who made the mistake.

This approach lies at the heart of WCE's corporate error culture, which promotes transparency and honesty and helps to prevent future errors or repeat occurrences.

We also expect our partners to establish systems that make non-compliant behaviour transparent and encourage the implementation of corrective measures.

## Complaints procedure

WCE may rely on reports where employees or partners of WCE act in a manner that is incorrect, unlawful or otherwise contrary to the guidelines, thereby calling into question WCE's integrity. Reports are treated confidentially; the relevant facts are clarified, the causes investigated and, where necessary, remedial measures devised and implemented. A procedure has been put in place for this purpose. To ensure confidentiality, an external body has been commissioned to manage the whistleblowing portal and its operation. We also expect our partners to record and process reports and to ensure the protection of whistleblowers.



**Do you have any questions or concerns regarding our Code of Conduct?**  
Please feel free to contact us by email: [beratung@wessling-ce.de](mailto:beratung@wessling-ce.de)