

Mission Statement

Supply Chain Due Diligence Act (LkSG)

Wayss und Freytag Ingenieurbau AG (hereinafter referred to as WF) is a German construction company. Its core markets are Germany and neighbouring European countries.

WF recognises its responsibility to contribute to improving the human rights situation along its supply chains and in its own business area. We endeavour to shape business relationships in a socially responsible manner and to contribute to sustainable development.

Our principles are based on international standards and guidelines, such as the Universal Declaration of Human Rights, the ILO core labour standards and the OECD Guidelines for Multinational Enterprises. We also expect our suppliers, subcontractors and other business partners to comply with these principles.

In accordance with the requirements of the LkSG, WF has prepared a risk analysis. Based on relevant country indices, any human rights and environmental risks that may arise in our own business operations and at our direct and indirect suppliers were analysed.

With regard to our European core market, as well as our predominantly European suppliers, we generally assume a rather low risk profile.

WF believes it has a responsibility to ensure that this policy statement and other preventive and remedial measures are fundamentally suitable for preventing, minimising or eliminating all human rights and environmental risks. This comprehensive approach to responsibility is also in the interests of our own employees, those in the supply chain and our shareholders.

In particular, WF will implement the preventive measures listed below.

For the implementation of due diligence obligations in accordance with the LkSG, reference can be made in particular to the existing internal and external rules of conduct and guidelines. These are in detail:

- Environmental management system in accordance with ISO14001 in the UT/BWE division
- Environmental and energy policy
- Checklist for environmental protection on construction sites
- Sustainability Advisory Board of the Zech Group
- Occupational Safety, Health and Environmental Protection Directive
- Risk assessments
- Company health management
- Code of Conduct
- Code of Conduct for business partners

With the Code of Conduct, the entire management and all employees of WF have declared their responsibility to comply with all laws, internal and applicable external guidelines and regulations and to align business practices and behaviour in their respective areas of responsibility with these values. This Code of Conduct is binding for all employees, managers and members of the Executive Board. It is published on the WF intranet and website.

WF will develop and implement a training course to sensitise WF employees to the topics of the LkSG.

Furthermore, WF will conduct internal audits to verify compliance with the requirements described in this policy statement in its own business area.

In relation to the human rights and environmental risks identified in the risk analysis, WF has or will implement the following preventive measures with its direct suppliers:

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All business partners of WF are obliged to comply with the Code of Conduct for Business Partners. In it, they undertake to comply with the human rights and environmental expectations set out in this declaration of principles. The direct suppliers are also contractually obliged to pass on these regulations to their direct suppliers and other members of the supply chain. In the event of non-compliance with these requirements, WF may impose sanctions.

WF will support the training of employees of direct suppliers by providing information material. This information material includes the human rights and environmental protection goods, the due diligence obligations of the LkSG and the content of the contractual assurances that must be complied with by the direct suppliers.

WF will carry out supplier audits on an ad hoc basis to monitor compliance with the contractual obligations of direct suppliers.

WF will take immediate remedial action to remedy or prevent any actual or imminent violations of a human rights or environmental obligation in its own operations or those of its direct suppliers. The organisation of relevant processes is the responsibility of the Human Rights Officer.

WF has set up a whistleblower platform for reporting possible violations of the LkSG, which can be accessed via the homepage and the intranet. Whistleblowers can use the web-based platform and report violations by telephone or email. We are committed to investigating the reports and taking appropriate remedial and preventative measures in the event of any breaches. The information or questions received via this whistleblowing platform will be treated confidentially. Whistleblowers can disclose their identity or remain anonymous. In any case, their identity is under special protection.

Insofar as WF obtains substantiated knowledge that a violation of a human rights-related or environmental obligation by indirect suppliers appears possible, measures are implemented immediately - as the occasion arises and under the direction of WF's Human Rights Officer.

In accordance with the requirements of the Federal Office of Economics and Export Control (BAFA), WF will continuously document the fulfilment of its due diligence obligations and prepare an annual report on this and make it publicly available free of charge on the company's website no later than four months after the end of the financial year for a period of seven years.

To ensure continuous improvement of the risk management system, WF regularly reviews its strategic approaches, guidelines, management systems and measures and develops them further.

The Board of Directors of WF requires all employees, managers, direct and indirect suppliers and their employees to comply with the human rights strategy set out in this policy statement.

By signing this declaration of principles, the Executive Board also reaffirms its unreserved commitment to this human rights strategy and undertakes to ensure its implementation in its area of responsibility.

Frankfurt am Main, 14 December 2023

The Management Board of Wayss & Freytag Ingenieurbau AG