

CLOSE TO OUR CUSTOMERS

Sustainability Supply Chain Code of conduct



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Sustainability in Procurement Policy

Wirtgen Limited Directors and managers will lead the sustainability approach through Wirtgen Limited's activities including the procurement process.

The integral drivers and core values of Wirtgen Limited's business is providing value in products and service to our Customers and Clients. Wirtgen Limited will take a holistic approach to the procurement process, including considering the effects of procurement decisions on the quality of life.

Wirtgen Limited's core values of Partnership, Innovation, reliability and specialisation provides integration to establish Environmental, and social responsibility.

Safety First, harm free activities, social responsibility, Environmental sustainability and the value we provide are integral to our business strategy.

Wirtgen Limited's integrated approach includes, how we work with our Supply Chain and how we expect our supply chain to work with us.

Wirtgen Limited's core values are integrated into our approach to the procurement of our supply chain by the appointing Managers or the Procurement Manager.

We also recognise that sustainable procurement is good procurement, based on fairness, openness and transparency, non-discrimination and competition.

We will adopt an ethical approach, looking beyond pure economic gain, encourage diversity, avoid and guard against corruption, at the same time ensuring integrity and inclusivity throughout.

We will expect our appointing managers during procurement to consider the safety, health, environmental, social and economic consequences of the following:

- Safe systems, materials, equipment and affective Management.
- Design.
- Non-renewable material.
- Manufacture and production methods.
- Logistics.
- Service delivery.
- Use.
- Operation.
- Maintenance.
- Reuse.
- Recycling options
- Disposal.
- Suppliers' capabilities to address these consequences throughout the Supply Chain.

Signed: 

Managing Director

Date: 8th April 2021

CLOSE TO OUR CUSTOMERS**1. Introduction**

Wirtgen Limited is committed to the establishment of value for its customers, employees and others who may be affected by any of its activities. Wirtgen Limited expects the appointed supply chain to share the same values of being socially responsible and developing processes for a sustainable environment. Wirtgen Limited are integrating sustainable development into our procurement processes. Our sustainable procurement process is based on the United Nations Global Compact. We expect our suppliers to comply with our supply chain code of conduct.

Definition: "Supply Chain" – Suppliers of goods, Service or both
"Shall" or "Must" indicates a requirement
"Should" indicates a recommendation
"May" indicates a permission
"Can" indicates a possibility or a capability

2. Commitment to Our Supply Chain**Business and Professional Conduct**

All Wirtgen Limited appointing Managers of the Supply chain are expected to comply with all legal, ethical and moral legislation and standards. Including competition Law, conflict of interests, confidentiality and data protection. In addition to the contents of the Wirtgen Limited employee conditions of employment. These requirements extend and include the Wirtgen Limited Policies of bribery, corruption, modern slavery and human trafficking.

Appointing Manager's & Procurement Manager

Wirtgen Limited Supply Chain appointing Manager's must ensure a fair, competitive and transparent process of negotiation that encompasses our Principles and core values, as identified in this code of conduct.

3. Supply Chain Requirements**Legislation and Ethical Standards**

The supplier shall comply with all UK laws and laws applicable to its business. The supplier should support the principles of the United Nations Global Compact, the UN Universal Declaration of Human Rights as well as the 1998 International Labour Organisation Declaration on Fundamental Principles and Rights at Work, in accordance with national legislation and practice.

Ensuring the Wirtgen Limited commitment of meeting our Safety, Health, Environmental and social Principles and core values, we expect our Supply Chain to comply with all Safety, Health, Environmental and Social legislation and standards. In addition, Wirtgen Limited Policies and established systems plus any specific Site Rules or procedures at Wirtgen Ltd premises or Construction sites.

Health, Safety and Environment

Wirtgen Limited suppliers are expected to implement and maintain the standards of occupational health and safety at a high level. The supplier must comply with all applicable occupational Health, Safety and Environmental legislation. Including the provision of a work environment that is safe and beneficial to good health, in order to preserve the health of employees and others. In addition, prevent incidents, injuries and work-related illnesses.

Management of Environmental Impacts

Suppliers shall methodically manage their Environmental impacts in relation to energy, water, waste, chemicals, air pollution and biodiversity. Setting objectives to reduce such impacts

Working Conditions

Suppliers shall uphold fair and decent working conditions. Workers shall be paid at least the local industry rate minimum wage stipulated by national Law, whichever is higher and benefit from social security schemes according to national legal standards. Should there be no legal minimum wage in the Country of operation. Fair and decent conditions imply

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suppliers shall pay their workers considering the general level of wages in the Country, cost of living, social security benefits and the relative living standards. In addition to national legislation regarding working hours.

Freedom of Association and Non-retaliation

Suppliers shall not interfere with worker's freedom of association. Employee representatives shall not be subject to discrimination or termination of contract in retaliation for exercising employee rights, participating in union activities or reporting suspected legal violations.

Bribery and Corruption

Suppliers shall comply with all applicable anti-corruption legislation. Suppliers shall establish a zero tolerance towards any form of bribery, corruption, extortion and fraud. In particular, the supplier may not offer services, gifts or benefits to Wirtgen Limited employees in order to influence the employee's conduct in representing Wirtgen Limited. All suppliers must be transparent with business dealings and be accurately traceable, through their books and records.

Discrimination

Suppliers shall not discriminate based on race, religion, social origin, age, disability, gender or sexual orientation.

Forced Labour

Suppliers shall not use work that is forced and performed unwillingly under the threat of any type of penalty, including human trafficking, slavery or servitude, debt bondage or forced overtime.

Child Labour

The supplier employs no children under the age of 15. If national laws or regulations allow children between the ages of 13 and 15 to perform light work, such work is not permitted under any circumstances, if it would hinder a minor from the completion of compulsory

schooling or training, or if the employment would be harmful to their health or development

Competition and data protection

Suppliers shall comply with all applicable competition legislation in the performance of their contract/agreement with Wirtgen Limited. Suppliers shall not introduce in their contractual agreements with Wirtgen Limited any conditions that would be in breach of competition legislation. Suppliers are also expected to take all necessary precautions in order to avoid the disclosure of any commercially sensitive information about their supply relationship with Wirtgen Limited. Suppliers must also comply with all applicable data protection legislation.

Business Continuity

The supplier shall be prepared for any disruptions of its business (e.g. natural disasters, terrorism, software viruses, illness, pandemic, infectious diseases). This preparedness especially includes disaster plans to protect both employees and the environment as far as possible from the effects of possible disasters that arise within the domain of operation.

Compliance with the Supplier Code of Conduct

Wirtgen Limited reserves the right, upon reasonable notice, to check compliance with the requirements of the Supply Code of Conduct. Wirtgen Limited encourages its suppliers to implement their own binding guidelines for ethical behaviour.

The supplier should also encourage its own suppliers to adhere to the ethical standards, human rights, Health, Safety and Environmental standards upon which this agreement is based, as part of fulfilling their contractual obligations.

Any breach of the obligations stipulated in this Supplier Code of Conduct is considered a material breach of contract by the supplier.