

HUMAN RIGHTS POLICY

1 Statement / Objectives

WEYTEC fully supports beyond the law, international human rights principles encompassed in the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights and the United Nations Declaration on the Rights of the Child within all its business activities.

WEYTEC supports the protection of international human rights within its sphere of influence, and to ensure that its companies, business partners, suppliers and sub-contractors are not complicit in human rights' abuses.

This policy's objective is to define WEYTEC's position on Human Rights and to define the rules applicable to our daily operations. This Policy is a minimum standard. Where local legislations define higher standards, WEYTEC entities will comply with them. As mentioned in our Corporate Business Principles, WEYTEC complies with local laws in every country where it operates.

The WEYTEC commitment to Human Rights Policy is binding for the whole WEY Group.

2 Global Labor Standards

2.1 Legal employment

2.1.1 Child labor

WEYTEC is committed to respecting the Rights of the Child, including the right to free education, and therefore is committed to contribute to elimination of child labor. In practice, WEYTEC will not engage in or support the employment of children under the age of 18. Some exceptions are accepted for children between the age of 15 and 18 when professional experience is part of their education path (e.g. trainees, apprentices). WEYTEC, to the best of its knowledge, will refrain from working with business partners that are using child labor in their operations. WEYTEC is committed to be proactive in eliminating child labor through local initiatives promoting education.

2.1.2 Forced labor

Based on the International Labor Organization definition, the term forced, or involuntary labor shall mean all work or services for which the person has not offered themselves voluntarily or willingly. Examples include, but are not limited to, human trafficking, slavery, debt bondage, ID retaining. WEYTEC will neither use nor support the use of forced or involuntary labor of any kind, directly or indirectly. WEYTEC, to the best of its knowledge, will refrain from working with business partners that are using forced or compulsory labor in their operations.



2.1.3 Freedom of association

WEYTEC considers freedom of association as the basis of a regular dialogue between a company and its employees. To that purpose, WEYTEC respects the individual right of its employees to freely join, participate in or quit labor organizations to assert and defend their interests. Subsequently, WEYTEC guarantees that any employee wishing to do so shall be protected against any internal measure limiting his or her freedom of association such as discrimination of any kind, pay loss or dismissal.

2.2 Work conditions

2.2.1 Health & Safety

As set out in our Health & Safety Statement, WEYTEC ensures high standards of health and safety for all its employees in the company's work activities. The Company will also integrate safety across processes, continuous education and promote a strong safety culture.

2.2.2 Working time and leave

WEYTEC pays attention to the overall well-being of its employees, which includes the right to have time dedicated to social, mental and physical well-being dimensions in their life. WEYTEC states that a work week should not be more than 55 hours, including overtime, except in emergency or unusual situations. Workers shall be allowed at least one day off per seven-day week.

2.2.3 Wages and Benefits

WEYTEC guarantees the minimum wages set by local regulations. Where there is no such regulation or where the minimum wage is insufficient to meet basic needs, WEYTEC strives to compensate its employees to meet them. We define basic needs as a wage sufficient to provide the essential necessities for an acceptable standard of living.

2.3 Non-discrimination / Equality

We respect each individual's human rights and will not discriminate without regard to factors such as (though not limited to) race, religion, colour, ethnic or national origin, disability, sexual orientation, gender or marital status, nor will we commit other violations of human rights.

3 Human Rights Policy Governance

Responsibility for the governance and review of the Human Rights Policy sits with the Group Chief Financial Officer. WEYTEC Group Executive Board drives our efforts pertaining to human rights. Our management ensures the implementation of our approach to human rights. We regularly review our Human Rights Statement.