



RESPONSIBLE SOURCING AT WEIDMANN GROUP

We at Weidmann Group (“Weidmann”) are dedicated to preventing, mitigating, and addressing adverse social and environmental impacts associated with our business activities. We analyze our supply chain to identify potential concerns related to conflict minerals and metals, as well as child labor.

Weidmann respects and complies with the following regulations related to responsible sourcing:

- EU Conflict Minerals Regulation 2017/821 of 17 May 2017
- Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (DDTrO) of 3 December 2021, based on Articles 964j Par. 2-4 and 964k Par. 4 of the Swiss Code of Obligations
- Dodd-Frank Act, Section 1502 on Disclosing the Use of Conflict Minerals to the US Securities and Exchange Commission (SEC) of 22 August 2012
- UK Modern Slavery Act of 26 March 2015

A supply-chain due diligence assessment on conflict materials found that Weidmann is exempt from the due diligence and reporting obligation according to the EU Conflict Minerals Regulation, as well as the DDTrO, as our annual import quantities for minerals and metals are below the minimum threshold defined by the regulations.

Furthermore, Weidmann is exempt from reporting obligations according to the Dodd-Frank Act due to its privately held company structure.

Weidmann does not tolerate any child labor. Established and effective processes ensure that no children are in an employment relationship at any Weidmann Group company (except for regulated educational purposes).

Across our value chain, potential risks of child labor and other adverse impacts on human rights have been identified. To control these risks, we implemented a mitigation strategy:

- Stakeholder Engagement: We actively engage with stakeholders throughout our supply chain to promote responsible sourcing practices.
- Supplier Audits: We conduct regular audits at our suppliers to assess their adherence to ethical sourcing standards.
- Continuous Monitoring: We maintain a monitoring program to ensure the ongoing effectiveness of our risk-mitigation efforts.

Weidmann is dedicated to a responsible and transparent supply chain management system. We foster our commitment to ethical sourcing and responsible business practices throughout our supply- and value-chain.