
Sustainability / HSE



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Note: For better readability of personal names & personal words, the masculine form is used. These terms apply to all genders.

Sustainability

Sustainability

Sustainability is a longterm strategic success factor not only for WALTHER-PRÄZISION Carl Kurt Walther GmbH & Co.KG, but also for its suppliers. With this guideline for WALTHER-PRÄZISION and its suppliers, sustainable management is actively called for.

Passion, respect, integrity and discipline are the corporate values of WALTHER-PRÄZISION. By living these values within the company and also in our external relationships, we want to create a culture of excellence.

Together with our suppliers, we want to promote, demand and ensure innovation and excellence in a sustainable manner. Our philosophy for collaboration with our suppliers is based on mutual expectations and commitments in terms of reliability, transparency, communication and also sustainability.

The aim of this Sustainability Guideline is to set a common standard of performance, education, and commitment to responsible business operations. Integral part of this policy is thus our Health, Safety & Environment Policy (HSE Policy) and our ISO 14001 certification.

Accordingly, we expect our employees and our suppliers to implement this Sustainability Guidelines in terms of a Code of Conduct.

As company and employer our business partners have to ensure that the WALTHER-PRÄZISION Supplier Guideline on Sustainability is also observed by all their subcontractors and suppliers. Furthermore, the statements are based on international standards such as the United Nations Global Compact (<https://www.unglobalcompact.org/sdgs/about>) and the ILO International Labour Standards (<https://www.ilo.org>).

In addition to these international standards and the WALTHER-PRÄZISION Supplier Guideline on Sustainability, all business activities within the supply chain have to comply with local laws. Whenever the provision of national or international laws, industry standards and this code address the same subject, the stricter regulation applies.

I. Working Conditions / Labor

A) Child Labor Avoidance

Child labor must not be utilized in any stage of manufacturing. Companies are requested to follow the ILO conventions recommendation of a minimum age for admission to employment or work not being less than the age for completing compulsory schooling, and in any case not being less than 15 years. The minimum age for hazardous work is 18 years.

B) Wages and Benefits, Working Hours

Compensation and benefits have to comply with fundamental principles relating to minimum wages, overtime hours and legally mandated benefits. Working hours will, as a minimum, comply with all applicable laws, industry standards or relevant ILO conventions, whichever standard is more stringent. Overtime should be voluntary and employees have to be granted at least one day off after 6 consecutive working days.

C) Freely Chosen Employment

Any form of forced or compulsory labor as defined by the Modern Slavery Act 2015 of the United Kingdom is prohibited. Employees have to be free to leave employment after reasonable notice. It must not be required for employees to hand over government-issued identification, passports or work permits as a condition of employment.

D) Freedom of Association

Workers have to be able to communicate openly with the management regarding working conditions without fear of reprisal, intimidation or harassment. Workers need to have the right to associate freely, join labor unions, seek representation and join workers' councils.

E) Health and Safety

Workers should have a safe and healthy working environment that meets or exceeds applicable standards for occupational safety and health with zero accidents as target. II. Environmental Standards

Sustainability

II. Environmental Standards

A) Environmental Responsibility

Companies have to support a precautionary approach to environmental challenges, undertake initiatives to promote greater environmental responsibility and encourage the development and diffusion of environmentally friendly, eco-sustainable technologies, as well as further expand and promote environmentally sound procurement channels and the use of renewable energies. Thus we commit ourselves to the standards of ISO 14001 and also report on greenhouse gas emissions in this context.

B) Environmental Performance of Business Operations

All stages of manufacturing have to provide optimal environmental protection. This includes proactive behavior to prevent or minimize the impact of accidents which may adversely affect the environment. Particular emphasis is given to the application and continuing development of technologies which save energy and water, improve air quality and which are characterized by minimal emission controls, waste prevention, reuse and recycling strategies.

C) Environmental Performance of Products

All products which are manufactured within the supply chain are requested to meet the environmental standards in the respective market segment. This includes all applied materials and substances. Chemical and other materials posing a hazard if released to the environment are to be identified and managed to ensure their safe handling, movement, storage, recycling or reuse and disposal.

III. Business Ethics

A) Contractual performance and documentation

WALTHER-PRÄZISION fulfils all contractual obligations, promptly and correctly in accordance with applicable legal provisions. All business transactions are documented according to the applicable standards and archived in an audit-proof manner. WALTHER-PRÄZISION also expects this of all business partners. In the dialogue between WALTHER-PRÄZISION and its business partners, all information exchanged is treated confidentially.

B) Anti-Corruption

The highest standards of integrity are to be expected in all business interactions. Any and all forms of corruption, bribery, extortion and embezzlement are strictly prohibited.

C) Compliance

Personal interests, especially financial interests, must not influence business decisions at WALTHER-PRÄZISION and its suppliers.

D) Non-Discrimination

Any form of discrimination against employees as well as other persons from the company's circle of interests is inadmissible. This includes but is not limited to gender, race, color, caste, disability, union membership, political beliefs, origin, religion, age, pregnancy or sexual orientation.

E) Safety & Quality

All products and services will be delivered to meet the quality and safety criteria specified in relevant contract elements and will be safe for their intended use.

F) Material Compliance and Conflict Minerals

We are determined to comply with regulatory and customer requirements regarding the prohibition and restriction of substances, including hazardous substances and conflict minerals. Therefore, suppliers shall ensure that the goods provided to WALTHER-PRÄZISION are in compliance with requirements covered under the scope of all relevant regulations.

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G) Data Protection and Intellectual Property

We comply with the applicable laws and regulations on data protection and our processes are continuously monitored by an independent, external data protection officer. We respect the intellectual property of third parties and compensate any usage accordingly. We also require our suppliers to act responsibly.

H) Competition

WALTHER-PRÄZISION and its business partners are obliged to strictly comply with all rules of competition law and fair competition - in particular in accordance with anti-trust law - for all business agreements concluded orally, in writing or otherwise.

I) Export Controls and Economic Sanctions

We comply with all export and sanctions regulations affecting our products and conduct appropriate ongoing monitoring. To secure our supply chains, we also expect this behavior from our suppliers.

IV. Information / Communications

This policy must be posted in the local language or otherwise made available to employees at the facilities of WALTHER-PRÄZISION and its business partners. In addition, the content of the guideline is available on the homepage of WALTHER-PRÄZISION.

Sustainability yesterday / today / tomorrow

Sustainability is based on a three-dimensional concept of economical, ecological and social development. Those dimensions are interdependent. With the report "Our common future" of the Brundtland Commission, the United Nation's Commission on Environment and Development, the concept of sustainability first attracted worldwide attention in 1987. According to the Brundtland Commission, sustainable development "is development that meets the needs of the present without compromising the ability of future generations to meet their own needs". Although the report was published decades ago, its themes are still full of relevance.

HSE Policy



HSE Policy

WALTHER-PRÄZISION aims to maintain a safe and healthy work environment for all employees and, at the same time, guarantee the safety and protection of company assets. Furthermore, WALTHER-PRÄZISION implements a high level of general standards of conduct whose compliance is achieved by consistently implementing health and safety measures.

WALTHER-PRÄZISION is committed to the constant improvement of these measures and intends to exceed the applicable laws, regulations and requirements. WALTHER-PRÄZISION acts in accordance with the following principles, among others:

1. Safe Infrastructure

WALTHER-PRÄZISION aims to steadily improve the necessary infrastructure for safely producing, handling, storing and shipping their products.

2. Health at Work

WALTHER-PRÄZISION is committed to the continuous improvement of working conditions, for example by reviewing workplace ergonomics to prevent employees from being exposed to health risks.

3. Safety at Work

WALTHER-PRÄZISION constantly strives to improve the safety of its employees at the workplaces, in the work environment and on the company premises by assessing risks as well as by monitoring measures and maintaining a healthy working environment. It also insists that all employees adhere to safe work practices. Corresponding knowledge is trained during annual safety briefings by the supervisors. Regular maintenance and inspections of business equipment ensure maximum safety in the workplace (alarm systems/warning systems/office equipment). This comprises, in particular, fire protection including an evacuation concept, escape and rescue plans, rescue points as well as the technical and structural fire protection systems including the fire alarm systems, fire extinguishers, fire protection doors etc. Designated and trained fire protection assistants and medical first aiders additionally ensure rapid emergency management in each department.

4. Supplier Management

WALTHER-PRÄZISION strives for a continuously improving cooperation with its business partners in order to ensure and exceed the highest industry standards.

5. Safe Work Equipment

All work equipment used at WALTHER-PRÄZISION has to be suited for its purposes and tested accordingly. Employees are to adhere to these standards in order to reduce work accidents. The following minimum requirements are to be considered:

- a. Only suitable equipment may be used.
- b. Hazard analyses are to be performed for all work places.
- c. Work equipment and facilities must be tested and maintained.

6. Training & Development

WALTHER-PRÄZISION provides the necessary information, instruction and training to all employees to promote safe and responsible work practices.

WALTHER-PRÄZISION

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