

Sustainable Procurement Guideline for Suppliers

Preamble: For Waldner Laboreinrichtungen sustainable procurement is an integral part of our corporate strategies aimed at assuming ecological, social and economic responsibility. It refers to the process of procuring goods and services in a way that protects the environment, promotes social justice and ensures economic efficiency.

By integrating sustainable procurement practices, we achieve our sustainability objectives, strengthen our brand image and gain our customer's trust.

This guideline serves as a practical guide for all employees and suppliers to ensure that our procurement processes are sustainable and ethical.

Our company's objectives within the scope of sustainable procurement comprise the following:

- **Social Responsibility**
- **Ecological Responsibility**
- **Economic Responsibility**

Social Responsibility

Waldner Laboreinrichtungen expects its suppliers to fulfil their corporate social responsibility.

1. Payment of fair wages

We only work with suppliers who pay their employees fair wages to meet their basic needs which at least meet the statutory minimum wage and industry standards.

2. Working time regulations

We expect our suppliers to comply with statutory working time regulations and to pay or compensate overtime appropriately.

3. Safe working conditions

We only work with suppliers who provide safe and healthy working conditions.

4. Prohibition of child and forced labour/young workers

We only work with suppliers who do not use child or forced labour and comply with international labour standards and the relevant international and national laws.

5. Non-discrimination, harassment and women's rights

We expect our suppliers to pursue a policy of non-discrimination and to ensure equal opportunities regardless of gender, age, ethnicity, religion or other personal characteristics.

Ecological Responsibility Environmental Protection

By implementing these environmental requirements, we are actively contributing to the fight against climate change and promoting sustainable development along our entire value chain.

1. Energy efficiency and reduction of greenhouse gases

We favour suppliers who use energy-efficient production processes and technologies in order to minimise energy consumption and associated emissions.

2. Renewable energies

We presume our suppliers make the best possible use of renewable sources of energy.

3. Choice of materials

We rely on the use of environmental-friendly materials and production processes and therefore favour suppliers who work accordingly.

4. Conflict minerals

We expect our suppliers to ensure that no conflict minerals such as tin, tantalum, tungsten and gold from conflict or high-risk areas are used in their products.

5. Chemicals / Hazardous substances

We presume a responsible handling of chemicals dangerous to the environment and of hazardous substances.

6. Waste

We presume the amount of waste to be kept to a minimum.

7. Water

We expect our suppliers to take measures for the efficient use and saving of water.

8. Wastewater

We presume that any wastewater produced is properly treated and disposed of.

9. Procuring wood, wood products and wood-based products, and certificates

We favour suppliers who have received approved environmental certifications such as e.g. PEFC/FSC (Forest Stewardship Council) for wood products or Cradle to Cradle for a sustainable product design.

Economic Responsibility

Waldner Laboreinrichtungen is committed to acting in an economically responsible manner in order to ensure long-term added value and stability.

1. Long-term partnerships

We strive for long-term partnerships with our suppliers based on trust and mutual benefit. This promotes stability and continuous improvement in the supply chain.

2. Efficiency in the supply chain

Our suppliers are obliged to accept and comply with all the terms and conditions set out in the contract. Contract negotiations shall be conducted professionally and fair in order to reach mutually beneficial agreements, taking into account the interests and needs of both parties. The suppliers make sure that all contracts comply with applicable legal and regulatory requirements, including compliance with environmental, social and governance standards.

3. Risk assessment and management

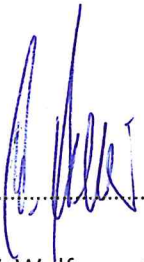
We conduct regular risk assessments (audits) at our suppliers' in order to identify potential violations of sustainability issues in our supply chain and to take appropriate measures to minimise risks. We imply the suppliers' cooperation during these audits.

4. Transparency and reporting

We expect regular reporting from our suppliers which complies with the fundamental standards. This serves the purpose of transparency and continuous improvement.

Concluding remarks: This Sustainable Procurement Policy is a living document and will be regularly reviewed and updated to address new challenges and developments. All employees, partners, and stakeholders are invited to actively contribute to compliance with and further development of the policy.

Wangen im Allgäu, October 22, 2025

A handwritten signature in blue ink, appearing to be "W. Weimer", written over a horizontal dotted line.

i. V. Wolfgang Weimer
Head of Purchasing Dept.
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A handwritten signature in blue ink, appearing to be "U. Bussmann", written over a horizontal dotted line.

i.A. Ulrike Bussmann
Purchasing Dept.
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