

Sustainability - an integral part of WDI's corporate policy

The careful use of resources has a long tradition at WDI, even long before the term 'sustainability' became part of common parlance. The term 'sustainability' entered common parlance. The corporate policy WDI's corporate policy not only regards the responsible use of resources as a matter of economic as a matter of course, but also takes into account the significance of the company and its company and its actions on the environment, employees, suppliers and society. In order to continue to fulfil this responsibility continue to fulfil this responsibility, we have adopted the following sustainability policy.

- **Environment**

As Europe's leading wire drawing company, WDI bears a special responsibility for the environmental impact of our production process and our finished products on the environment. With our products and processes, we are committed to environmental protection, waste avoidance and energy high level and their continuous improvement. In doing so, we pay particular attention to resource-conserving handling of chemical products and a permanent reduction in the use of fossil fuels use of fossil fuels or their replacement with renewable energies. In particular WDI is particularly committed to the goal of limiting greenhouse gas emissions worldwide and, among other things and aligns its investment policy accordingly. We see the continuous further development of our of our production facilities is an important contribution to increasing the durability of our products thus saving natural resources and creating additional benefits for our customers.

- **Employees**

On the one hand, employees are the target of sustainable work at WDI and on the other, they are the guarantors for the successful successful realisation of the company's sustainability goals.

The company's responsibility for the well-being of its employees and their families is taken very seriously at WDI is taken very seriously. In addition to fair pay and social security that goes beyond the statutory requirements social security that goes beyond the legal requirements, fair and cooperative collaboration with employees and the with employees and the works council as well as the personal and professional development of employees are important factors in WDI's sustainability policy.

We are convinced that only motivated employees can identify with the company and its products and are therefore an important guarantor for the successful implementation of the company's company policy in areas such as quality and sustainability.

- **Occupational safety and health protection**

WDI sees occupational health and safety as a primary responsibility towards its employees. Measures to prevent accidents at work are actively pursued and further developed. WDI is committed to taking measures to improve occupational health and safety in order to counteract any physical and psychological stresses and strains on employees arising from the workplace or work process at an early stage.

- **Suppliers**

In order to guarantee the success of sustainable work at WDI, it is necessary that all those involved in the supply chain adhere to our values and ideas. To this end, WDI maintains close contact with our suppliers and ensures that WDI's sustainability policy is also fully supported by our suppliers.

- **Society**

WDI sees itself as part of society and endeavours to maintain a good relationship with a wide range of social stakeholders. We take the social role of WDI very seriously, particularly due to the large number of company locations in Germany and abroad. This includes not only compliance with all regulations and laws as a matter of course, but also transparent and open communication with all government agencies and the respective neighbourhood at the individual WDI locations.

The implementation of the corporate policy principles of sustainability is continuously pursued through a common understanding of the employees, the works council, the management as well as the Supervisory Board and shareholders of WDI and thus represents the basis for the long-term and successful continued existence of the company.

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