

Social Code of Conduct

Social Code of Conduct for Business Relationships with Affiliated Companies of Weltbild D2C Group GmbH

Preamble

The human rights and dignity of every individual must be respected and protected. Every individual must be provided with living conditions worthy of life. The Social Code has been developed to support the protection of human rights and the freedom of each individual.

This Social Code applies to all affiliated companies of the Weltbild D2C Group. It defines and sets out the requirements to be implemented by all business partners and suppliers of the group companies. It represents the basis for all cooperation.

1. Voluntary Employment

The work performance of each individual must be voluntary. Any form of forced labor, whether penal slave labor or indentured servitude, is prohibited. Any illegal form of employment is prohibited. The identity of each individual must be preserved; among other things, workers may not be forced to hand over their identity papers to the employer.

2. Child Labor

There shall be no child labor. It is prohibited. A child is defined as any person under the age of 15, or 14 if permitted by ILO (International Labor Organization) conventions. If regional regulations stipulate higher age limits, these must be observed. Every child must be protected against exploitation and against the performance of work that impairs the child's physical, mental, moral or social development.

3. Discrimination

Discrimination of any kind is prohibited. Equal treatment and equal opportunities must be guaranteed to all employees regardless of race, color, sex, creed, political opinion, nationality, social origin, culture or other distinguishing characteristics.

4. Working Conditions

Working conditions shall be humane. Wages and other benefits must at least correspond to the legal minimum limits or higher values customary in the country or industry. Wages and other benefits must be paid regularly. Working hours must comply with working time regulations and applicable law. Accommodation provided by the employer and its facilities must ensure humane living conditions and at least comply with the applicable legal safety regulations. Physical abuse or threats thereof, degrading or unfair punishment, corporal punishment, sexual or other harassment and intimidation by the employer are strictly prohibited.

5 Safety and Health

A safe and sanitary work environment shall be maintained that promotes the highest level of health and safety in the workplace.

6. Violations

Violations of the Social Code that come to the attention of Weltbild D2C Group may result in the termination of the business relationship.