



# Supplier Code of Conduct

Wilken Enterprises

## Introduction

Wilken Enterprises is committed to conducting business in an ethical, legal, and socially responsible manner. This Supplier Code of Conduct outlines the expectations we have for our suppliers regarding compliance with laws, ethical practices, and environmental stewardship. The principles set forth in this code are essential to maintaining integrity and fostering sustainable business practices.

## Compliance with Laws and Regulations

Wilken Enterprises expects all suppliers to comply with applicable national and international laws and regulations. This includes, but is not limited to, labor laws, environmental laws, and health and safety regulations.

- **Labor Laws:** Suppliers must adhere to all applicable labor laws, including those that address minimum wages, working hours, and child labor.
- **Environmental Laws:** Suppliers must comply with all relevant environmental laws and regulations, striving to minimize their ecological footprint.
- **Health and Safety Regulations:** Suppliers must ensure that their workplaces are safe and healthy for their employees, adhering to relevant health and safety regulations.

## Ethical Business Practices

Wilken Enterprises expects its suppliers to engage in fair and ethical business practices. This includes, but is not limited to, the following:

- **Anti-Corruption:** Suppliers must not engage in any form of bribery, corruption, or unethical business practices.
- **Conflict of Interest:** Suppliers must avoid conflicts of interest that may compromise their ability to act in the best interests of Wilken Enterprises.
- **Confidentiality:** Suppliers must protect confidential information and respect intellectual property rights.



## Respect for Human Rights

Wilken Enterprises is dedicated to upholding human rights and expects its suppliers to do the same. Suppliers must ensure that their operations do not contribute to human rights abuses and must adhere to the following principles:

- No Forced Labor: Suppliers must not use forced, bonded, or involuntary labor.
- No Child Labor: Suppliers must comply with applicable child labor laws and not employ children in a manner that deprives them of their right to education.
- Non-Discrimination: Suppliers must provide equal opportunities and must not discriminate based on race, color, gender, religion, age, disability, sexual orientation, or any other protected status.
- Freedom of Association: Suppliers must respect the rights of workers to freely associate, organize, and bargain collectively.

## Environmental Stewardship

Wilken Enterprises expects suppliers to minimize their environmental impact and promote sustainability. Suppliers must adhere to the following environmental principles:

- Resource Efficiency: Suppliers must use natural resources efficiently and strive to reduce waste and emissions.
- Pollution Prevention: Suppliers must implement measures to prevent pollution and reduce their environmental footprint.
- Sustainable Practices: Suppliers must promote sustainable practices and consider the long-term impact of their operations on the environment.

## Monitoring and Compliance

Wilken Enterprises reserves the right to monitor compliance with this Supplier Code of Conduct. Suppliers may be required to provide relevant documentation and cooperate with audits and inspections.

- Self-Assessment: Suppliers are encouraged to conduct self-assessments to ensure compliance with this code.
- Audits: Wilken Enterprises may conduct audits to verify compliance and address any identified issues.

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- **Corrective Actions:** Suppliers must take corrective actions to address any non-compliance issues identified during audits or inspections.

## Conclusion

Wilken Enterprises is committed to building strong, ethical, and sustainable relationships with its suppliers. By adhering to this Supplier Code of Conduct, suppliers can contribute to a responsible and sustainable supply chain. We appreciate the cooperation of our suppliers in upholding these principles and look forward to a productive partnership.