

HUMAN RIGHTS POLICY WIELAND Edelmetalle GmbH

This guideline applies to all employees of WIELAND Edelmetalle GmbH. However, we also expect all our business partners to comply with similar principles when in business relationship with us.

Respect for human rights is of fundamental importance for the sustainability of WIELAND Edelmetalle GmbH in Pforzheim. We therefore commit ourselves to ensuring that people are treated with dignity and respect. This policy follows the guidelines of the United Nations Global Compact and the International Labor Organization guidelines on fundamental principles and rights at work.

Community and stakeholder engagement

The company recognizes its impact on the location in which it operates. We involve the relevant stakeholders of this location to make sure we are learning from their views and consider them when we do business. Where appropriate, we commit ourselves to a dialogue with the human rights issues related to our business. We believe that local issues can best be resolved locally. We therefore promote relevant local initiatives.

Appreciate diversity

The company appreciates the diversity of the people we work with and the contributions of each one. We promote equal opportunities and endorse strongly against intolerance, discrimination and harassment based on race, gender, skin color, national or social origin, religion, age, disability, sexual orientation, political opinion or any other status protected by applicable law.

Recruitment, Training, Compensation and Promotion are based on qualifications, achievements, abilities and experience.

Regardless of personal characteristics or status, the Company does not tolerate any disrespectful behavior or conduct, unfair treatment or retaliation of any kind. Any form of harassment is unacceptable in the workplace and in all work-related circumstances, including outside the workplace.

These principles not only apply to all employees of our company, but also to the business partners, we work with.

Freedom of association and collective bargaining

The company respects the right of its employees to join a union, not to join or to form an employee representation, without fear of reprisal, intimidation or disability by the employer. Where workers are represented by a legally recognized trade union or other recognized interest representation, we commit ourselves to a constructive dialogue with it.

Safe and healthy workplace

The company offers secure jobs that do not endanger employee health. The applicable safety regulations, health laws and other relevant regulations in this area are complied with. We also strive to increase the productivity of our workplaces by minimizing accidents, injuries and other health risks.

We are committed to working with our employees to continually improve the health and safety of our workplaces. This also includes the preventive identification of hazards and the elimination of known safety problems and health risks.

Safety at work

The Company strives to keep jobs free from violence, harassment, intimidation and other unsafe or disruptive circumstances due to internal and external threats. Safety precautions for employees are taken as needed, with respect for privacy and dignity of employees. The safety of people always precedes the safety of the material.

Forced Labor and Trafficking

The company prohibits the use of all forms of forced labor, including prison labor, slave labor and any form of trafficking.

Child labor

In principle, the company prohibits the recruitment and cooperation of persons under the age of 15. For persons between the ages of 15 and 18, employment as a trainee is permitted if the provisions of the German Youth Employment Protection Act are complied with.

Working hours, wages and benefits

The company remunerates its employees in accordance with the provisions of the valid collective agreement of the precious metals industry Baden-Württemberg between the Federal Association of Jewellery Watches and the IG Metall. We work in full compliance with the regulations there concerning working hours, overtime and leave regulations, as well as other regulations such as salary conversion, part-time retirement, agreement for trainees, flexible transition to retirement, promotion of personal professional development, capital contributions and special payments. The classification of jobs is based exclusively on the specifications of the collective pay scale agreement based solely on the professional requirements of the workplace and without any assessment of personal characteristics of the jobholder.

Communication / Complaint Management

The Communication at all workplaces of WIELAND Edelmetalle should be openly and honestly, as well as respectfully, among all employees. The company is obliged to comply with all applicable employment and employment laws at any time.

If you believe that one or more of the requirements of this policy related to your workplace is not met by the Company, you may report this violation (anonymously) to the Compliance Manager of SAXONIA by mailto: compliance@saxonia.de.

Alternatively, leave a message in the company's complaint mailbox.

You can also make a corresponding message if you are not affected yourself (whistle blowing). Such a report remains unpunished in every case and in every respect.

However, false communications with the obvious purpose of harassing or denouncing others in order to gain personal gain may entail disciplinary action.

Signed/Approved



Stefan Helmling, CEO

Effective date: 10th August 2019