

***„Sustainability is a key
element of Weerulin values“***

Gisela Lingen (founder)



Code of Conduct
2024





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Preamble

“Sustainable Development” is a globally accepted approach to sustaining economic growth without harming our planet or exhausting its resources while improving the quality of life for its current and future inhabitants.

Sustainability is deemed to make a significant contribution towards any company’s success and to safeguard its future development.

Weerulin is a company seeking to meet the ten universally accepted principles in the areas of human rights, labor, the environment and anti-corruption of the United Nations Global Compact.


- With its Sustainable Development Policy, Weerulin has clearly defined its commitment to the principles of sustainable development.

- Weerulin Human Rights Position underscores its efforts to uphold internationally recognized principles in the areas of human rights and working conditions.

Our activities demonstrate how Weerulin takes responsibility concerning social, ecological and ethical standards and how Weerulin put into practice the principles of sustainable development in their daily operations.

Code of Conduct - signed by the Managing Directors
January 2023


Dr. Richard Fechner


Dipl. Ing. Robert Fechner

1. Ethics

To meet our social responsibilities, we conduct our business in an ethical manner and act with integrity. Ethical requirements include the following aspects:

- **Business Integrity**

Weerulin does not practice or tolerate any form of corruption, extortion or embezzlement. We will not offer or accept bribes or other unlawful incentives to our business partners. We do not offer to our customers or suppliers employees gifts or any other kind of personal benefit resulting from the relationships with the business partner.

- **Fair Competition**

We conduct our business in line with fair competition and in accordance with all applicable anti-trust laws.

- **Privacy & Intellectual Property**

Weerulin safeguards and makes only appropriate use of confidential information and ensures that all employees' and business partners' privacy and valid intellectual property rights are protected.

- **Identification of Concerns**

Weerulin provides means for our employees to report concerns or potentially unlawful activities in the workplace.



2. Labor – human rights

Weerulin protects the human rights of all our employees and treat them with dignity and respect. This includes the following aspects:

- **Child Labor Avoidance**

Weerulin strictly avoids any sort of child labor in our business operations. The term “child” refers to any person under the age of 15 (or 14 according to the applicable local laws), or under the minimum age for completion of compulsory education, or under the minimum age for employment in any particular country, whichever is the highest. Employees under the age of 18 should not perform hazardous work.

- **Freely Chosen Employment**

Forced, bonded or indentured labor or involuntary prison labor will never be utilized.

- **Non-Discrimination**

Equal treatment of all employees is a fundamental principle of Weerulin’s corporate policy. No employee will be unfairly disadvantaged, favored or ostracized because of ethnic or racial status, color, nationality, descent, religion, caste, gender, age, physical characteristics or appearance, sexual orientation, union membership, political affiliation, HIV/AIDS or parental status. Weerulin ensures that our employees are not harassed in any way.

- **Fair Treatment**

We provide our employees with a workplace free of harsh and inhumane treatment, without any sexual harassment, sexual abuse, corporal punishment or torture, mental or physical coercion or verbal abuse of employees, or the threat of any such treatment.

- **Working Hours, Wages and Benefits**

Working hours for our employees will not exceed the maximum set by the applicable national law. Compensation paid to employees will comply with applicable national wage laws and ensure an adequate standard of living. Unless otherwise provided by local laws, deductions from basic wages as a disciplinary measure will not be permitted (this does not exclude the entitlement of damages on a contractual or legal basis). Weerulin’s employees will be paid in a timely manner.

- **Freedom of Association**

Weerulin is committed to an open and constructive dialogue with our employees and workers’ representatives. In accordance with local laws, we respect the rights of our employees to associate freely, join labor unions, seek representation, join works councils and engage in collective bargaining. Weerulin does not disadvantage employees who act as workers’ representatives

3. Health, Safety, Environment and Quality

Weerulin provides a safe and healthy working environment and operates in an environmentally responsible and efficient manner. Weerulin has quality strongly integrated into all business processes. This comprises the following aspects:

- **Quality Requirements**

Weerulin meets recognized or contractually agreed quality requirements in order to provide goods and services that consistently meet our customers needs, perform as warranted and are safe for their intended use.

- **Health, Safety, Environmental and Quality Regulations**

Weerulin complies with all applicable quality, health, safety and environmental regulations. All required permits, licenses and registrations obtained are maintained and kept up-to date. Weerulin fulfills its operational and reporting requirements.

- **Product Safety**

Material safety data sheets containing all necessary safety-relevant information are made available to our customers or other parties in case of a legitimate need.

- **Occupational Health and Safety**

Weerulin protects its employees from any chemical, biological and physical hazards and physically strongly demanding tasks in the

workplace as well as from risks associated with any infrastructures used by their employees. Weerulin provides employees with appropriate personal protective equipment.

- **Process Safety**

Weerulin safety programs ensure that all our production processes are in accordance with the applicable safety standards. For hazardous installations Weerulin conducts specific risk analyses and implements measures that prevent the occurrence of incidences.

- **Emergency Preparedness, Risk Information and Training**

Weerulin's safety information on identified workplace risks are made available to our employees. All employees are correspondingly trained to ensure they are adequately protected. Weerulin has identified likely and potential emergency situations in the workplace and minimized their impact by implementing emergency plans and response procedures.



• **Resource Conservation and Climate Protection**

Weerulin uses natural resources (e.g. water, sources of energy, raw materials) in an economical way.

Negative impacts on the environment and climate will be minimized or eliminated at their source or by practices such as the modification of production, maintenance and facility processes, material substitution, conservation, recycling and material reutilization. Weerulin engages itself in the development of climate-friendly products and processes to reduce power consumption and greenhouse gas emissions.

• **Waste and Emissions**

Weerulin ensures the safe handling, movement, storage, recycling, reuse, or management of waste, air emissions and wastewater discharges.

Any of these activities which have the potential to adversely impact human or environmental health are appropriately managed, measured, controlled and treated prior to release of any substance into the environment.

Weerulin has systems to prevent or mitigate accidental spills and releases into the environment.



4. Data Policy according to GDPR

Weerulin has implemented processes and procedures to ensure we meet both our obligations under the European Union's (EU) General Data Protection Regulation (GDPR).

To determine our readiness for GDPR, Weerulin conducted a risk-based gap analysis of current capabilities and validated the assessment with an independent, third-party, GDPR expert – Prof. Dr. Jörg Muschiol of [netzfactor], Bochum.

Weerulin follows industry standard best information security. Weerulin maintains incident response and notification processes which are reviewed and tested annually. Weerulin has procedures in place to ensure data recovery and data integrity, so that customer data is not lost or inadvertently corrupted. Weerulin provides assurances that the customer retains full control of their data.

Weerulin provides Data Processing Agreements to any customer who may need them.

We believe security and privacy are a shared responsibility between vendor and customer. Weerulin is committed to helping you successfully meet your GDPR privacy.

Certificate of Approval

This is to certify that the Management System of:

WEERULIN GmbH

Lingenstr. 12-14, 45472 Mülheim a. d. Ruhr, Germany

has been approved by LRQA to the following standards:

DIN EN ISO 9001:2015

Approval number(s): ISO 9001 – 0020726

The scope of this approval is applicable to:

Application consulting, design and development as well as production of refractories.



Paul Graaf

Area Operations Manager, Europe

Issued by: LRQA Limited



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Issued by: LRQA Limited, 1 Trinity Park, Sickenhil Lane, Birmingham B37 7ES, United Kingdom

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Certificate



Management system as per

SCC**

Standardised "Safety Certificate Contractors" (SCC) rules & regulations, SCC-VAZ 2021

The Certification Body TÜV NORD CERT GmbH hereby confirms as a result of the audit, assessment and certification decision according to ISO/IEC 17021-1:2015, that the organization

Weerulin GmbH
Technischer Außendienst
Lingenstraße 12-14
45472 Mülheim an der Ruhr
Germany



operates a management system in accordance with the requirements of requirements of "Safety Certificate Contractors" (SCC) rules & regulations, SCC-VAZ 2021 and will be assessed for conformity within the 3 year term of validity of the certificate.

Scope

**Reallocation of relining and reparation with refractory material
and solutions made by WEERULIN, as well as services
(maintenance of machines) and full line services on site**

Certificate Registration No. 44 162 110662
Audit Report No. 3535 2311

Valid from 2023-12-16
Valid until 2026-12-15
Initial certification 2011

Essen, 2023-11-29



Certification Body and SCC Coordinator at TÜV NORD CERT GmbH

TÜV NORD CERT GmbH
Am TÜV 1, 45307 Essen
www.tuev-nord-cert.com



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