


SUSTAINABILITY

in the family business
- because every step counts



WENKO[®]
DIE BESSERE IDEE

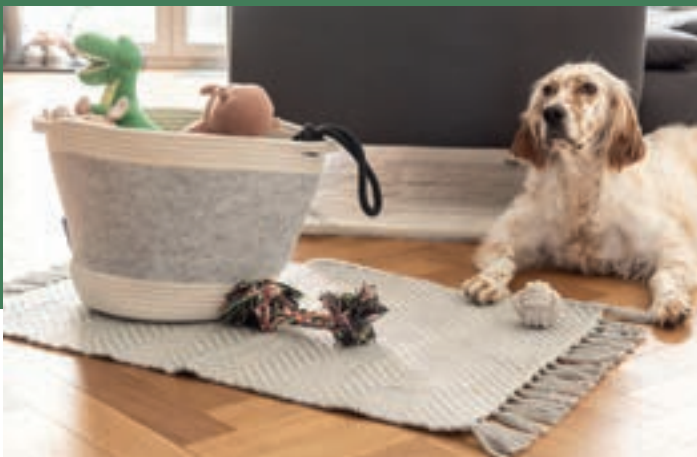


*"Even the longest way
begins with a first
step."*

Confucius

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Our understanding

In today's world, sustainability and environmental awareness are central issues in our society. Our responsibility for the environment, the society in which we live, and sustainable action are essential components of our company philosophy and are already firmly integrated into our business processes. We want to take an even more active approach to our ecological and social responsibility in the future. For this reason, we set up an interdisciplinary team whose task is to identify necessary improvements on an ongoing basis and to take care of their implementations.

This team ensures that we take small steps towards sustainability every day and achieve what we can do as a company. We know that we are not perfect, but we also know that every journey begins with a first step! We have already taken many steps - true to the motto:

WENKO – we care for tomorrow.



The WENKO sustainability team

Our fields of action

We concentrate our efforts on four fields of action.

Assortment

- Products
- Certifications
- Product packaging



Logistics

- Transport
- Transport packaging

Company

- Energy/resources
- Digitisation
- Employers



Society

- Environment
- Social commitment

Implementations in our range

Products

- 25.6% of our products already meet our sustainability criterias.
- In Our existing product range materials are constantly being replaced with more sustainable alternatives. For example, our standard articles Quadro, Style and Yago series are now made of stainless steel instead of chromed steel.

Certificates

- As one of the first companies, we have been a voluntary member of the amfori BSCI (business social compliance initiative) since 2010.
- A large proportion of our MDF WC toilet seats, clothes hangers and small furniture are FSC certified.
- Textiles such as ironing board covers comply with Oeko-Tex 100, bathroom carpets made of organic textiles meet the GOTS standard.
- More and more articles made from recycled materials, such as our shower curtains, have been certified with the GRS (Global Recycled Standard) certificate.

Product packaging

For many years now, we have been working on plastic-free and transport-optimised packaging for our products.

Over a period of 3 years, we were able to reduce the use of plastic worldwide by 18.86% and the use of cardboard by 14.48% over a period of 2 years*. This was achieved by, among other things:

- Wall mounted series: Elimination of plastic slipcases and parts, Savings: 24.8t of plastic per year.
- Ironing range: Changeover from poly bags to open cardboard packaging: Saving 126,395 bags per year.
- The entire shower assortment such as shower curtains, rods and mats was changed from polybags and blisters to cardboard packaging. Savings: 20 t of plastic per year.
- One of our top selling products are replacement toilet brushes: Instead of blister packaging, they have been delivered in cardboard packaging since 2023. Savings: 11 t of plastic.



Products with the FSC® label ensure the use of forests in accordance with the social, economic and ecological needs of present and future generations.



GOTS - The Global Organic Textile Standard regulates the certification of the the entire textile supply chain for textiles made from organically produced natural fibres.



Since October 2010, WENKO has been a member of the amfori BSCI (Business Social Compliance Initiative) and has committed itself, its suppliers and sub-suppliers to compliance with the code of conduct for social and environmental standards.



Oeko-Tex is the brand name of a textile seal awarded by the International Association for Research and Testing in the field of textile and leather ecology.



GRS - The Global Recycled Standard verifies the recycled content in products and tracks it from source to the end product.



Implementations in our logistics

Transport

- We only ship fully loaded containers.
- We offer the possibility of purchasing direct containers and thus simplify the transport routes.

Manufacturing

- We already have part of our product range manufactured in Europe, in order to shorten transport routes here as well. We are continuously on the expansion of further alternative production sites.

Transport packaging

- Our product management is constantly examining possible improvements of our transport packaging. For example, since 2020, a large number of our bathroom accessories have been protected with recycled cardboard instead of polystyrene. This saves 14 tons of Styrofoam per year and reduces the transport volume by 40 %!
- Storage tins series Malta and Lorca will no longer be packed in a polybag. This results in an annual savings of 56,192 bags per year, which corresponds to around 124kg of plastic.
- Wiper Loano: Paper replaces the polybag to protect the rubber lip, saving 6,290 kg of plastic per year.
- Shipment to our direct customers are protected with packaging material made of recycled cardboard and paper certified with the Blue Angel.



Implementations in our Company

Energy and resources

- Renewable energy: Is an integral part of our power supply for the head office in Hilden and logistics in Hückelhoven.
- Repairing instead of disposing: On average we send out 2,000 spare parts per year, so that our articles can be repaired and can be reused.
- Repair instead of disposal: on average we send out 2,000 spare parts per year, so that our articles can be repaired and reused.
- Returns process: Unpacked photo and product samples are not scrapped but tested in a complex process and returned to the product cycle. Only defective or used articles are destroyed.
- Internal water supply: It is important to us that our employees feel comfortable. Therefore we offer drinking water free of charge, so far in returnable plastic bottles. In order to avoid plastic altogether, we installed drinking water purification systems in our headquarter and each employee received a personalised, reusable bottle made of recycled glass.

Digitalisation

- "Germany's companies of the future": The constantly changing world demands a great deal of flexibility in all areas. Even before the corona pandemic, we therefore began to simplify and digitize our processes. For this we were named as one of „Germany's future companies“ by the well-respected German magazine stern in 2021
- Artwork correction tool: Since 2019, all artworks such as packaging, catalogues and flyers have been subject to a paperless correction process.
- Invoice workflow: Since 2019, invoices have been fed into an internal workflow since 2019 and run digitally through the approval process.
- Digital catalogues: We provide our customers with catalogues and sales documents as flip page catalogues or PDFs.
- Central printer system: The changeover from individual printers to a central printer system has resulted in a more conscious use and a saving of 1.22 million sheets per year.
- Online meetings: Replace face-to-face meetings and reduce travel, especially to our foreign subsidiaries.

Employee benefits

Our employees are the guarantor for our success and therefore our most important resource. We want to ensure they feel comfortable with us and find an attractive working environment:

- Flexible working times and working at home for a good work life balance
- Free on-the-job-trainings
- Language courses
- Health days
- Local vaccinations
- Team sports
- Weekly fruit-day
- Subsidised job-bicycles
- Corporate benefits programme
- Employees' discount for our products
- WENKO-Voucher when moving

Implementations for the society

Environment

- Since 2019 we have been hosting our own bee colonies on the company premises. A team of employees cares for the bees regularly.
- Flowers and blooming bushes were planted all around the WENKO area.
- Clean up activities: On the streets and sidewalks around the WENKO company premises volunteering employees are collecting waste and rubbish which was thrown in the environment.



The internal sale of WENKO honey enabled a donation to the adventure playground of the Freizeitgemeinschaft Behinderte und Nichthinderte eV., presented by Philip Köllner (centre) to the chairman of the executive board Michael Krambrock (left) and Head of Business Bodo Seume (right).

Social responsibility

As a family business social values are very important to us. Therefore we financially support regional projects that are essentially about the well-being of children such as an inclusive day-care center, a children's home and the UNICEF Gala.

But also donations in kinds are done, such as:

- Laptops for socially weak families to support their pupils
- 21 boxes and 8 bags of WENKO soft foam mats and private clothes donations were given to homeless people during winter time
- Towels to an organisation for child safety

Definition of a sustainable product

Sustainability is a question of personal priorities. For us, a product is sustainable if it meets at least one of the following criteria:



It consists of a rapidly renewable raw material such as bamboo or jute.



It can be recycled.



It helps to conserve valuable resources.



It is made of stainless steel, which makes the product durable.



It is made from recycled materials.



It is FSC certified.



The mark of responsible forestry



Our goals:

1. by 2033, our product range will only include items that we classify as sustainable according to our criterias.
2. 100% of our product packaging will be made of sustainable and resource-saving materials by 2028.

According to our definition of a sustainable product 25.6% of the items in our current range are already sustainable.





Sustainable products in the bathroom



Bamboo is a rapidly renewable raw material, that can be grown without the need for much water and fertiliser.

Toilet brush

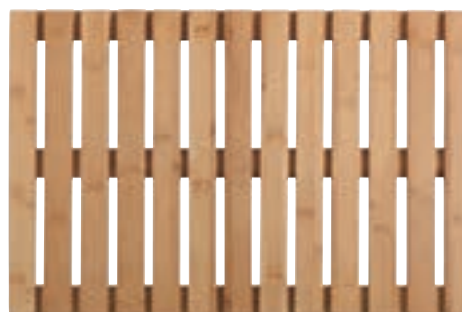
Maru, bamboo
Art. No. 25647100

Soap dispenser

Maru, bamboo
Art. No. 25646100

Toothbrush holder

Maru, bamboo
Art. No. 25645100



Duckboard Indoor & Outdoor

bamboo
Art. No. 23838100

Freestanding toilet brush

Rivalta
Art. No. 24391100



Box for Cosmetic Tissues

Terra, bamboo
Art. 23925100

Organizer

Terra, bamboo
Art. 23916100



Shower curtain rings

Recy
Art. No. 19191100

Made from 100%
recycled polypropylene!



Telescopic slide bar

Luz
Art. No. 24881100



Saves up to 40% water and
thus conserves one of the
most valuable resources!

Water Saving shower head

Grey
Art. No. 24921100

The "thermoplastic" material can be
completely recycled and inserted to the
material cycle again!



100% GRS Certified Cotton
CU805429



Shower curtain

Ladyline Poly
Art. No. 25748100

INNOVATION:
Shower curtains made of
100% recycled PET.



Toilet Seat

Ostuni
Art. No. 24516100

Sustainable products in the kitchen

Midget Hooks 4 pcs

Stainless Steel Matt
Art. No. 4378110100



Made of durable
stainless steel!



Recyclable glass
combined with FSC
certified wooden lid
made of acacia!



The mark of
responsible forestry



Storage Box

Vido
Art. No. 54210100
Art. No. 54211100
Art. No. 54212100
Art. No. 54213100



Cutting Board

Bamboo, Anti-Slip
Art. No. 53060100
Art. No. 53061100



Made from bamboo,
a fast growing raw
material!



Cutting Board

Peet
Art. No. 55087100



100% recycled plastic!

Permanent baking foil

brown
Art. No. 2126010100



Up to 1,000x reusable
- avoids waste!



Sustainable products for laundry

Recyclable plastic!



Laundry Sprayer

Fina
Art. No. 3760704100



Laundry bin

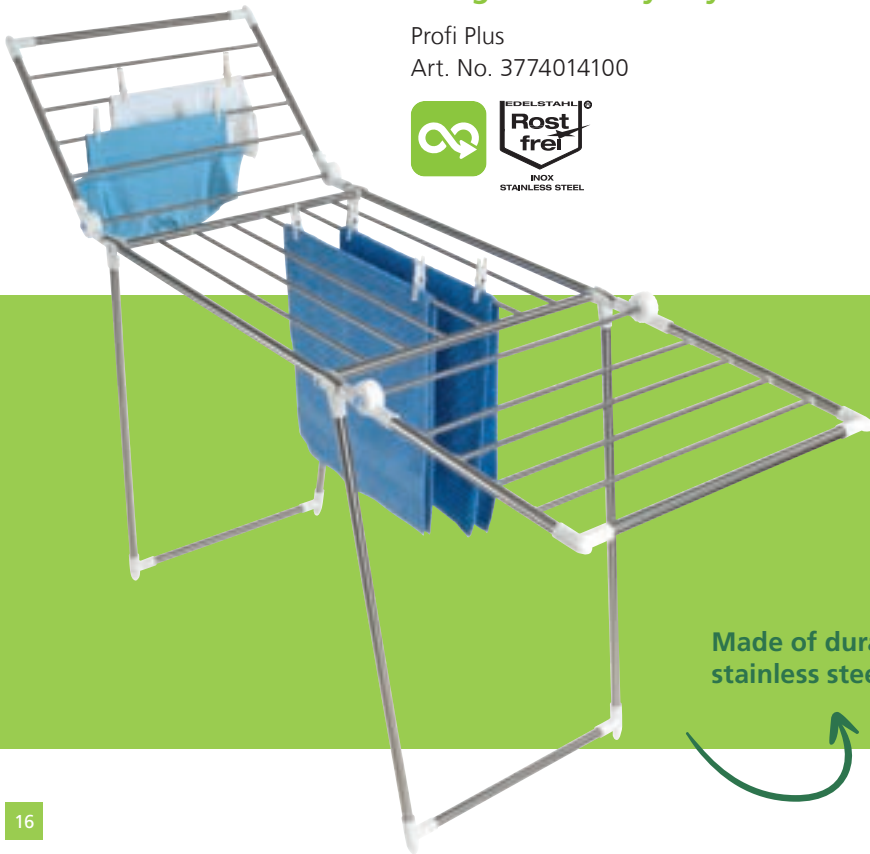
bamboo
Art. No. 17753100



Made from bamboo,
a fast-growing raw
material!

Winged Laundry Dryer

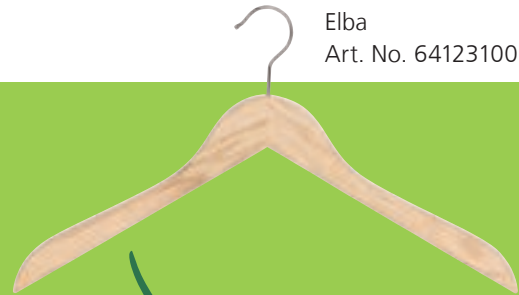
Profi Plus
Art. No. 3774014100



Made of durable
stainless steel

Hanger

Elba
Art. No. 64123100



Wood from
FSC certified
cultivation!



Made of recycled
polyester felt!



Felt laundry basket

Bea

Art. No. 64493100



Felt basket

Bea

Art. No. 64490100

Art. No. 64491100

Art. No. 64492100



Sustainable products for living

Made from FSC certified bamboo combined with textiles made from 100% recycled polyester (RPET)!

Made from recycled polyester felt, no use of new resources!



Laundry Bin

Trio Ecori
Art. No. 50782100



Shelf

mit 3 Etagen, Ecori
Art. No. 50779100



Shoe Bench

Ecori
Art. No. 50775100



Drawer Organizer Set of 7

Art. No. 64502100



Made from bamboo,
a fast growing raw material!



Towel ladder

Loft
Art. No. 50725100



Humidifier

Stainless Steel
Art. No. 5429030100



Made of stainless steel,
especially durable!

Works without
power consumption
and is recyclable!



Dehumidifier

Cube
Art. No. 50220100



WENKO CODEX



Foreword

Commitment to values and responsible sourcing.

WENKO WENSELAAR GmbH & Co KG and its subsidiaries are committed to a set of values, both within our own global operations and throughout our supply chain. Our values are reflected in the principles of recognized global social and environmental standards; such as the United Nations Guiding Principles on Business and Human Rights (UNGP), the International Labor Organization's Declaration on Fundamental Principles and Rights at Work (ILO)

The values of WENKO WENSELAAR GmbH & Co KG and its subsidiaries can be summarized as follows:

- We respect universal human and workers' rights.
- We act in accordance with basic environmental, health and safety standards.
- We promote sustainable development and corporate responsibility.

WENKO WENSELAAR GmbH & Co KG expects its suppliers to adopt the same values and enforce them in their own supply chain network. Therefore, we carefully evaluate our suppliers and approve them only after they have gone through a review and qualification process.

This Supplier Code of Conduct defines our expectations and provides our suppliers with the guidelines regarding the requirements to be met when supplying goods or services to WENKO anywhere in the world.

We are extending our commitment to responsible sourcing by supporting suppliers to improve their sustainability performance. Together, we want to ensure that we all comply with the standards defined in this document. For future cooperation, the contractual partners agree on the validity of the following regulations for a joint code of conduct. This agreement shall apply as the basis for all future deliveries. The contractual partners undertake to comply with the principles and requirements of the Code of Conduct and to endeavor to contractually oblige their subcontractors to comply with the standards and regulations set out in this document. This agreement shall become effective upon signature. A violation of this Code of Conduct may ultimately be grounds and cause for the company to terminate the business relationship including all associated supply contracts.

Requirements for suppliers

Supplier assures full compliance with the following through national laws and international standards. These include the Universal Declaration of Human Rights, the International Labour Organization's core conventions on labour standards and all applicable local, national and international laws relating to minimum social standards, anti-corruption, fair competition, environment, health protection, and confidentiality and privacy of each worker.

Social responsibility

Exclusion of forced labour

No forced labour, slave labour or work of a similar nature shall be used. All work must be voluntary and without threat of punishment. Employees must be able to leave work or employment at any time. Furthermore, there must be no unacceptable treatment of workers, such as psychological hardship, sexual and personal harassment and humiliation. The hiring or use of security guards shall be prohibited if, in the course of their employment, persons are treated or injured in an inhuman or degrading manner or if freedom of association is impaired.

Exclusion of child labour

Child labour shall not be used at any stage of production. Suppliers are required to comply with the recommendation from the ILO conventions on the minimum age for the employment of children. According to this, the age should not be less than the age at which compulsory education ends according to the law of the place of employment and in any case not less than 15 years. If children are found at work, the supplier shall document the measures to be taken to remedy the situation and enable the children to attend school. The rights of young workers shall be protected: Under the age of 18, they shall not be employed in work that is harmful to the health, safety or morals of children. Special protective regulations must be observed.

Fair remuneration

Pay for regular hours of work and overtime must be in line with the national statutory minimum wage or industry minimum standards, whichever is higher. The remuneration for overtime must in any case exceed the remuneration for regular hours. Insofar as the remuneration is not sufficient to cover the costs of ordinary living and to build up a minimum level of reserves, the supplier shall be obliged to increase the remuneration accordingly. Employees shall be granted all benefits prescribed by law. Wage deductions as punitive measures are not permitted. The supplier shall ensure that workers receive clear, detailed and regular written information on the composition of their remuneration.

Freedom of association

The right of workers to form and join organisations of their choice and to bargain collectively and to strike shall be respected. In cases where freedom of association and the right to collective bargaining are restricted by law, alternative means of independent and free association of workers for the purpose of collective bargaining shall be provided. Workers' representatives shall be protected from discrimination. Workers shall not be discriminated against on the grounds of formation, affiliation or membership of such an organisation. Workers' representatives shall be granted free access to the workplaces of their colleagues to ensure that they can exercise their rights in a lawful and peaceful manner.



Prohibition of discrimination

Discrimination and unequal treatment of employees in any form is prohibited unless it is justified by the requirements of the employment. This applies, for example, to discrimination based on gender, race, ethnic or social origin, skin colour, disability, health status, political conviction, ideology, religion, age, pregnancy or sexual orientation. The personal dignity, privacy and personal rights of each individual are respected.

Health and safety in the workplace

The supplier is responsible for providing a safe and healthy working environment. Necessary precautions are taken against accidents and damage to health that may arise in connection with the activity by setting up and applying appropriate occupational safety systems. Excessive physical or mental fatigue shall be prevented by appropriate measures. In addition, employees are regularly informed and trained about applicable health and safety standards and measures. Employees shall be provided with access to drinking water in sufficient quantity and access to clean sanitary facilities.

Conservation of natural livelihoods

The supplier may not, in violation of legitimate rights, withdraw land, forests or waters, the use of which secures the livelihood of persons. It shall refrain from harmful soil alteration, water and air pollution, noise emissions and excessive water consumption if this harms the health of persons, significantly impairs the natural basis for the production of food or prevents the access of persons to safe drinking water or sanitary facilities.

Complaint mechanisms

The supplier must pass on information received from WENKO WENSELAAR GmbH & Co KG regarding accessibility, responsibility and the implementation of a complaints procedure to his employees in an appropriate manner. The complaints procedure must be accessible to employees while maintaining confidentiality of identity and effective protection against discrimination. In the absence of a notice, the supplier itself is responsible at the facility level for establishing an effective grievance mechanism for individuals and communities who may be affected by adverse impacts.

Dealing with conflict materials

For the conflict minerals tin, tungsten, tantalum and gold, as well as other commodities such as cobalt, the company establishes processes in line with the Organisation for Economic Cooperation and Development (OECD) Guiding Principles on Due Diligence to Promote Responsible Supply Chains for Minerals from Conflict and High-Risk Areas and expects its supplier to do the same. Smelters and refineries without adequate, audited due diligence processes should be avoided.

Ecological responsibility

Treatment and discharge of industrial wastewater

Waste water from operations, manufacturing processes and sanitary facilities shall be typified, monitored, inspected and, if necessary, treated before discharge or disposal, treated as necessary. In addition, measures should be introduced to generation of waste water should be reduced.

Dealing with air emissions

General emissions from operations (air and noise emissions) and greenhouse gas emissions should be typified prior to their release, routinely Monitor, review and treat as necessary. The supplier shall also be responsible for monitoring its emission control systems and is required to find economical solutions to minimise any emissions.

Handling waste and hazardous substances

The supplier shall follow a systematic approach to identify, handle, reduce and responsibly dispose of or recycle solid waste. The prohibitions on the export of hazardous waste in the Basel Convention of 22 March 1989, as amended, shall be observed. Chemicals or other materials that pose a hazard when released into the environment shall be identified and handled in a manner that ensures safety during their handling, transport, storage, use, recycling or reuse and disposal. Mercury shall be used in accordance with the prohibitions of the Minimata Convention of 10 October 2013 and persistent organic pollutants in accordance with the Stockholm Convention of 23 May 2001, as amended

Reduce consumption of raw materials and natural resources

The use and consumption of resources during production and the generation of waste of any kind, including water and energy, shall be reduced or avoided. This is done either directly at the point of origin or through procedures and measures, e.g. by changing production and maintenance processes or procedures in the company, by using alternative materials, by savings, recycling or with the help of the reuse of materials.

Managing energy consumption / efficiency

Energy consumption shall be monitored and documented. Economic solutions shall be found to improve energy efficiency and minimise energy consumption.



Ethical business conduct

Fair competition

The standards of fair business, fair advertising and fair competition shall be observed. In addition, the applicable antitrust laws shall be applied, which specifically prohibit collusion and other activities that influence prices or conditions when dealing with competitors. Furthermore, these regulations prohibit agreements between customers and suppliers that are intended to restrict customers' freedom to determine their prices and other conditions autonomously when reselling.

Confidentiality / Data Protection

The supplier undertakes to meet the reasonable expectations of its principal, suppliers, customers, consumers and employees with regard to the protection of private information. The Supplier shall comply with data protection and information security laws and government regulations when collecting, storing, processing, transmitting and disclosing personal information.

Intellectual property

Intellectual property rights shall be respected; technology and know-how transfers shall be made in a manner that protects intellectual property rights and customer information.

Integrity / Bribery and Benefit Taking

The highest standards of integrity shall be applied in all business activities. The supplier shall have a zero tolerance policy in prohibiting all forms of bribery, corruption, extortion and embezzlement. Procedures for monitoring and enforcing standards shall be in place to ensure compliance with anti-corruption laws.



Implementation of the requirements

We, WENKO WENSELAAR GmbH & CO KG, expect our suppliers to identify risks within supply chains and to take appropriate measures. In case of suspected violations as well as to safeguard supply chains with increased risks, the supplier will inform the company promptly and, if necessary, regularly about the identified violations and risks as well as the measures taken. The company checks compliance with the standards and regulations listed in this document with the help of a selfassessment questionnaire and risk-based audits by WENKO PACIFIC at the suppliers' production sites. The supplier agrees that the purchaser will carry out such audits annually or on specific occasions to check compliance with the WENKO CODEX at the supplier's production sites during normal business hours after giving reasonable advance notice. The supplier must determine and name a responsible person in the company; WENKO WENSELAAR

GmbH must be informed immediately of any changes. Should a breach of the regulations of this Code of Conduct be identified, the client will inform the company of this in writing without delay within one month and set the supplier a reasonable period of grace to bring its conduct into line with these regulations. If a remedy is not possible in the foreseeable future, the supplier shall notify the Company of this without delay and, together with the Company, draw up a concept with a timetable for ending or minimising the breach. If such a breach has culpably occurred, the grace period expires fruitlessly or the implementation of the measures contained in the concept does not bring about a remedy after expiry of the time schedule and a continuation of the contract until the ordinary termination is unreasonable for the Company, no milder means are available, the Company may terminate the business relationship and

terminate all contracts after fruitless expiry of the grace period set, if it has threatened to do so when setting the grace period. A statutory right to extraordinary termination without granting a grace period, in particular in the case of infringements which are to be considered very serious, shall remain unaffected, as shall the right to claim damages.

The WENKO CODEX and the "CSR Information" must be updated annually and signed and submitted. The deadline is 01 January of each year.

Should the internal audits of WENKO PACIFIC reveal points for improvement, these must be rectified immediately. A follow-up audit is charged at a flat rate of 500 USD. The initial audit is free of charge.

The journey is not over yet:

We have already been able to bring about many changes and ecological thinking into our daily tasks. Currently, further projects are underway in the spirit of sustainability - and many ideas are on our to-do list.

We will keep you up to date!





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