

Supplier Code of Conduct of WTS Group

The key corporate goal of the WTS Group is to create value – for our clients, our employees and our environment. In furtherance of this, **"Innovating advisory for the greater good"** is crucial to the vision of WTS, which shapes our daily work and all strategic business decisions.

Accordingly, the principles of ethical business conduct and sustainability along the entire supply chain are of outstanding importance in our company. Together with all business partners and suppliers, we strive for the highest legal, ethical, environmental and human resources standards. By applying these principles together, we ensure a responsible and sustainable supply chain.

This Code of Conduct provides guidelines for all supply and service relationships of the WTS Group. It defines the basic principles that we expect our suppliers to comply with in terms of ethical conduct, working conditions, human rights, environmental protection and other relevant areas. Furthermore, this code serves as a framework for cooperation in our supply chain and forms the basis for a long-term, trusting and sustainable business relationship.

We expect our suppliers to respect and implement the following principles and standards.

Corporate governance

As a consulting firm for tax and financial advisory, we are particularly committed to integrity in all our business activities. The same applies in personal terms to the numerous professionals employed by WTS who are subject to special ethical obligations (lawyers, tax advisors, auditors). Sustainable and successful business relationships are based on integrity.

Therefore, we expect from our suppliers:

- › Compliance with all applicable laws and regulations
- › Acting with integrity and constantly striving to uphold the highest ethical standards
- › The avoidance of conflicts of interest and the rejection of unethical behaviour, in particular any kind of corruption
- › Discretion with regard to the confidentiality requirements of our client/mandate business

Working conditions and human rights

The fundamental principles of our corporate governance and culture are based on respect for the dignity of every individual and for internationally recognised human rights.

We therefore expect from our suppliers:

- › Providing a safe working environment and promoting occupational health for its employees
- › Freedom for their employees to join or stay away from an association
- › Ensuring the fair and equitable treatment of all employees without discrimination of any kind and an inclusive and diverse working environment
- › The renunciation of all forms of child labour, forced labour and human trafficking

Environmental protection

All our business decisions are taken keeping environmental aspects into account. In line with our DIN EN ISO 14.001 certified environmental management system, it is our goal to always operate in an environmentally conscious manner (i.e. according to the precautionary principle) and to continuously reduce negative ecological impacts of our business activities.

For the aforementioned reasons, we expect the following practices from our suppliers:

- › Reducing the environmental impact of their operations and processes, as well as their goods or services, and reducing harmful emissions
- › Use and promotion of environmentally friendly technologies
- › Minimising the use of hazardous substances and the consumption of rare resources

Contact

WTS Tax AG
Friedenstraße 22
81671 Munich
info@wts.de