



Making vehicles special

**Code of Conduct
of
WAS Group**

Version 1.5 of 16.01.2023

Lingener Strasse 1
49835 Wietmarschen / Germany
Phone: + 49 (0) 5925 / 991 100
Fax: +49 (0) 5925 / 991 602
E - Mail: info@was-vehilces.com
Internet: www.was-vehicles.com



Code of Conduct of WAS-Group

I. Preface / Introduction

Dear colleagues,

As a result of our joint efforts during the past years, the WAS group has grown up to a leading manufacturer of quality ambulances and security vehicles - both on the national and on the international market.

Regarding our future business, we will certainly be confronted with new and even unknown challenges. WAS is one of the leading suppliers of ambulances and security vehicles and our objective must be not only to maintain but also to strengthen this position in current and new markets.

To reach our objective, it is important for us to comply with all regularity requirements and to increase the confidence in our business activities. In this respect, this Code of Conduct will be a support for all our employees because it defines standards for a law-abiding and responsible behaviour, offering security in our daily business life. As well, this Code of Conduct presents to the public and to our business partners the high standards which we impose on ourselves.

As shareholders and the executive management of the WAS group, we pledge to obey laws and statutes and to behave in a sustainable and responsible way in all our business activities. In the interest of all our collaborators, we will investigate and prosecute any misbehaviour. A compliant behaviour of everybody within the WAS group will guarantee our long-term success.

Best regards

Handwritten signature of Andreas Plöger in black ink.

Andreas Plöger
Managing Director

Handwritten signature of Dr. Patrick Kresse in black ink.

Dr. Patrick Kresse
Managing Director

Handwritten signature of Roland Müller in black ink.

Roland Müller
Managing Director



II. Values and Culture

Our values can be summarized in the motto "Together to the goal". This motto reminds us that we act according to our values and convictions, that the WE is our strength and that we can look to the future with determination and self-confidence. Our values are:

- **Commonality & Connectedness**
We actively help each other. Partnership - in good times as well as in difficult times. Colleagues become a bond, from which joy arises, which accompanies us in our daily work - we don't talk at each other, but with each other.
- **Performance & Innovation**
We work carefully and conscientiously from the very beginning and do not just want to react to changes, but to help shape them. We are ready to drive at the "limit", always one step ahead and always ready to optimize the course. We always find a solution.
- **Beauty & Aesthetics**
Our appearance reflects our claim - love for de-tail. We leave the perfect impression in everything we do. Every impression counts.
- **Order & Structure**
I always leave my workplace tidy. We create an atmosphere in which everyone feels welcome as well as comfortable at all times, and all contact persons are known to us. We adhere to the processes and procedures that we have developed ourselves.
- **Appreciation & Recognition**
Our encounters are based on eye level and honesty. Transparency is the basis of our actions. We meet at eye level, give each other feedback and respect each other's performance and views.
- **Pride & Confidence**
Employees are proud to be an important part of the company because we always keep our promises. If someone talks bad about the company, we take it as a challenge. We are ambassadors for the company, inside and outside.



III. Rules for Responsible Behaviour

Law-Abidance

We respect rules and laws. Every collaborator of our company has to respect the applicable regulations of the respective country with regard to the business activity and its validity.

Corruption

We do not accept any corruption! This applies both for active and for passive corruption. Our first objective is transparency of business to all our customers, suppliers and public authorities and to operate in accordance with all applicable corruption and bribery laws.

Conflict of Interests

Every employee has the duty to avoid all kinds of (business-) connections – financial or other, direct or indirect – which could be unfavourable towards WAS.

Information and Data Protection

The legal regulations concerning the access, the handling and the protection of information and data must be respected. This applies in particular to personal data and business information which could cause an unjustified advantage for an outside person or institution.

In this context, the employees of the WAS Group are not allowed to use confidential or secured information they received during their employment for private advantages or to bare it to an outside party. Any information which is not publicly accessible is to be understood as confidential or classified information.

Health and Safety, Protection of the Environment

WAS considers the health of its employees to be of the utmost importance. Care is taken to ensure that the employees of the WAS Group and employees of partner companies on the company premises can work in a safe environment.

The application of appropriate occupational health and safety systems for precautionary and preventive measures against accidents and emergencies, behaviour in the event of accidents and damage to health at the workplace, are part of WAS's standard activities. Regular instructions include fire protection instructions, ergonomics at the workplace and instructions on hazardous substances, thus rounding off the occupational safety activities.



Protection of the Environment

The quality and environmental management system is the basic building block in the environmental protection of the WAS Group. The principles and the environmental policy are anchored in the manual and are binding for every employee of the WAS Group.

The WAS Group is committed to environmental guidelines, environmental standards, laws and regulations. These guidelines determine our legal actions.

"Avoidance before disposal" is a principle that applies to all areas of environmental protection at WAS. In the entire product development process, always with the involvement of suppliers, the consumption and processing of raw materials, materials and energy are optimised to enable resource-saving production. The substitution and minimisation of hazardous substances is also an ongoing goal.

If waste of any kind cannot be avoided, the correct separation of waste types and correct disposal with a recycling partner is a matter of course for the WAS Group.

Where energy is needed, sensible measures to save energy are investigated and implemented. The purchase of electricity from renewable energy sources has been a voluntary contribution by WAS for years to the avoidance of greenhouse gas emissions from power plants using fossil fuels.

Working conditions and human rights

The WAS Group is committed to upholding the values of the Universal Declaration of Human Rights and the principles of the International Labour Organisation of the United Nations (www.ilo.org).

This includes

- Prohibition of child labour and forced labour in accordance with internationally recognised conventions.
- No tolerance of discrimination of any kind
- No deprivation of liberty or other inhumane treatment.

Furthermore, the WAS Group undertakes to comply with all applicable national, international or other collective bargaining regulations.

The remuneration paid by WAS Group shall comply with all applicable laws on remuneration, including laws on minimum wage, overtime and statutory social benefits. Deductions from wages as a disciplinary measure are not permitted. The basis on which workers are paid shall be disclosed to employees in a timely manner in the form of a pay slip or comparable document. Working hours shall at least comply with applicable laws, industry standards or relevant ILO conventions.



Equal Treatment and Equality

We respect the rights of every single person because equal treatment and equality are important pillars of our society. By imposing equal standards on all our employees, we are acting in a fair and transparent way. The warranty of equal chances and a balanced living standard are vital for WAS. Therefore all employees are requested to treat each other with respect and to resolutely work against any form of discrimination for reasons of race, ethnic or national origin, religion, ideology, a disability, sexual identity, gender or age.

IV. Implementation of the Code of Conduct

This Code of Conduct becomes valid with immediate effect for all employees of Wietmarscher Ambulanz- und Sonderfahrzeug GmbH and for all companies in which we hold a majority of shares.

This Code of Conduct imposes minimum standards for all countries and regions where WAS has got business activities. If there are national or local laws with stricter rules, these rules are to be respected.

In its role model function, the executive management will respect and represent highest standards and takes the responsibility to establish them in the company.

WAS has appointed a Compliance Manager who is the point of contact for all questions concerning "compliance". Violations of the Code of Conduct or any other internal guideline have to be reported to this compliance agent. An employee will under no circumstance be punished or disadvantaged in any way because of a justified announcement. The compliance agent will treat any announcement confidentially and will act in an adequate way. Furthermore, it is possible to make an anonymous announcement to the ombudsman of the WAS group.

A violation of our compliance rules may lead to consequences of disciplinary or contractual nature which will be determined for each case depending on circumstances and in accordance with the internal guideline for compliance violations.

Further information und guidelines about this Code of Conduct can be found in corresponding manuals and guidelines, especially quality and environment manuals of the WAS group, the present guidelines, in travel guidelines and the purchase guidelines.