WETEKAM | GROUP

Dr. Karl Wetekam & Co. KG

CODE OF CONDUCT

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Foreword by the management

This Code of Conduct is the guideline for proper design day-to-day business and related strategic considerations.

With the present document we concretize our aspiration after fair and sustainable business practices as well as ethical and responsible principles of our behavior.

The Code of Conduct is based on company values as well as the principles of the UN initiative of the Global Compact.

The management and all employees are committed to the Compliance with and adherence to the listed principles.

Melsungen, January 2026

Karl Wetekam
CEO and Owner

Integrity and corporate governance

We orient our actions to universal social and ethical values, in particular integrity, transparency, righteousness, respect, openness and fairness.

This also applies to dealing with our competitors and all other business approaches.

Human rights

Human dignity is inviolable.

We support and respect the protection of international human rights and make sure that we are not complicit for human rights violations. We take immediately action for the clarification of possible contribute of suspected cases.

Anti-discrimination

Any kind of harassment or disadvantaged because of race, ethnic origin, gender, religion or belief, disability, age or sexual identity is not tolerated.

We devote special attention of equal opportunities to minority groups in the company.

Eqally, we also expect a respectful treatment of employees among themselves. Invasion of privacy such as insults, bullying or sexual harassment are not allowed and will be juridically pursued.

Child labor and forced labor

Child labor is any work done by a person under the age of 15.

Forced labor includes any work or service provided by one person under the threat of punishment and which is not volunteer in doing.

We dissociate ourselves from possible suppliers and business partners using child or forced labor in the above sense or tolerate it.

Social commitment

As a German family business, we are always conscious of our social commitment.

We grant donations and benefits in an appropriate manner towards non-profit organizations related to the promotion of projects determined by education, family, culture and sustainability.

Health and safety at work

We want to maintain and guarantee the health of our employees by a safe working environment in accordance with applicable regulations and laws.

Continuous certification and audits of the working environment contribute to its further development.

Regular occupational safety training sensitises our employees and help to reduce accidents at work to a minimum.

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Responsibility to our environment

Protecting the environment and the sustainable use of natural resources is a daily goal of our company.

During production, but also during other supporting processes there is a focus on environmental protection.

We follow the precautionary principle and promote awareness-raising initiatives contribute to the careful use of resources and create increased environmental awareness.

Our employees are appropriately trained and have the duty to act economical, efficient and resource-efficient.

Responsibility of the employees

All employees are responsible for ensuring that the present Code of Conduct is observed and the contents described become implemented.

All employees are obliged to report suspected cases immediately to the superiors and also to support during clarification of potential injuries.

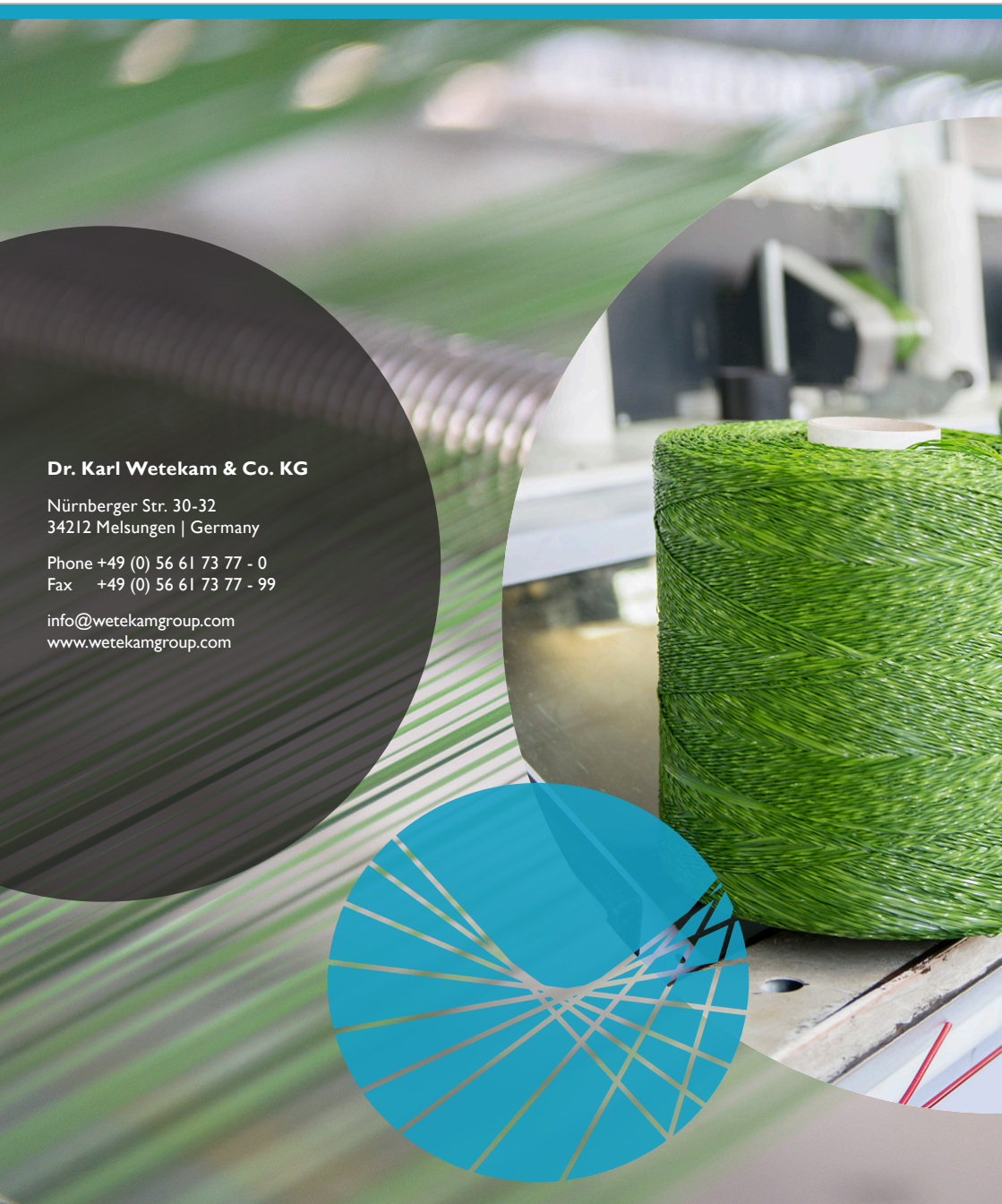
Fighting corruption

We oppose all forms of corruption, including blackmail, bribery as well as possible influences by personal conflicts of interest.

Our employees and the management are aware of that decisions in connection with the professional activity for Dr. med. Karl Wetekam & Co. KG are not influenced of private interests or relationships.

Situations in which there may be conflicts of interest should be avoided in principle. Potential conflicts of interest must also be disclosed and reported immediately. Nevertheless, in cases where potential conflicts occur and can not be resolved or cleared out, the full disclosure of all facts and an objective dealing with the situation of conflict go towards a lawful resolution.

Gifts may neither be granted nor accepted.



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