

CORPORATE BUSINESS PRINCIPLES

Our Commitment

WEY Technology began to organize processes in accordance with the recommendations of the ISO9001 standards in 1998. Since then, we use the WEYTEC Corporate Business Principles as a management benchmark to develop, establish and maintain a WEY Group culture that protects our employees, our reputation and our ability to create long-term value for our shareholders.

While the WEYTEC Corporate Business Principles continue to evolve and adapt to a changing world, our basic foundation remains unchanged from the time of the origins of our Company and it reflects the basic ideas of fairness, honesty, accountability, and a general concern for people.

Hereby we declare our commitment to ethical, professional conduct and recognize that the inherent dignity and equal rights of all members of the WEYTEC organization is the foundation of the behavior within the WEY Group.

Given the growing public interest in the area of corporate social responsibility, we openly share these Principles, not only with all our employees, but also with anyone who is interested in understanding the Principles on which this Company is based and conducts its business.

As owners of the WEY Group, we are committed to make sure that our Company is managed according to our core Business Principles. We commend them to all our employees worldwide and also require that our business partners, suppliers, and sub-contractors respect and adhere to them.

Armin Klingler

Mario Okle



1 Introduction

WEYTEC, one of numerous small international companies that constitute the backbone of the economy, has developed into a leader in its niche market. Focusing its value proposition on outstanding and highly professional solutions, excellence in our products and services, nurturing close relationships with clients and end users, broadening the scope of international contacts, and tirelessly pursuing the reach for world class quality, are some of the success factors that helped WEYTEC become a pearl in high technology and professional IT solutions sectors.

2 Corporate Business Principles

WEYTEC's business objective is to manufacture, market and support the Company's products in such a way as to create value over the long term for employees, customers, business partners and shareholders.

WEYTEC does not favor short-term profits at the expense of successful long-term business development. WEYTEC acts in the interest of fair competition and respect for all applicable laws, rules and regulations - fairly, honestly and in good faith with everyone we deal with: our clients, business partners, competitors, our suppliers and each other.

WEYTEC companies must operate in compliance with all applicable environmental, labor, fiscal, regulatory, health and safety and anti-corruption laws of all countries in which WEYTEC conducts business.

WEYTEC recognizes that customers have a sincere and legitimate interest in the behavior, beliefs, and actions of the Company and that without customers the Company would not exist. WEYTEC is fully committed to serve our customers with the highest standards of business integrity and competence.

3 Ethical Behavior

Adherence to ethical professional practice includes respect for principles that express our values and standards that guide our conduct. WEYTEC's ethical principles include: Honesty, Fairness, Objectivity, Tolerance, Respect and Responsibility. All WEYTEC companies shall act in accordance with these principles and ensure others within their organizations to adhere to them. The same standards also apply when WEYTEC purchases goods or services from suppliers.

Regardless of status, religion, ethnicity, gender, nationality, age, ability, sexual orientation everyone within WEYTEC will be treated equally and fairly regarding advancement opportunities, compensation, and employment benefits. WEYTEC employment terms and working conditions, salaries, benefits, and freedom of association must comply with all applicable national laws and regulations.

3.1 Competence

WEYTEC members have a responsibility to; maintain an appropriate level of professional expertise by continually developing knowledge and skills; perform professional duties in accordance with relevant laws, regulations, and technical standards; provide information that is accurate, clear, concise, and timely.

3.2 Confidentiality

WEYTEC members are obligated to keep all company and customer information confidential except when disclosure is authorized or legally required, and to always refrain from using confidential information for any unethical, anti-competitive, or illegal disclosure or advantage.

3.3 Integrity

WEYTEC members are obligated to refrain from engaging in any conduct that interferes with carrying out their duties ethically and also abstain from engaging in any activity that might discredit WEYTEC or harm its reputation. WEYTEC has zero tolerance regarding any form of bribery or corruption, including improper gifts or payments in the course of our business.



3.4 Communication

WEYTEC members are committed to; communicate accurately, objectively, and respectfully; refrain from discriminatory statements based upon the race, color, gender, sexual orientation, religion, political opinion, national or social origin of employees, customers, and members of the WEYTEC community, including partners and family; refrain from behavior or communication which threatens the well-being, security or dignity of a WEYTEC employee, customer or business partner.

3.5 Diversity

The WEYTEC community embraces diversity and equality, including hiring, evaluating, and advancing employees without regard to race, ethnicity, color, religion, gender, national origin, age, sexual orientation, or disability. Discrimination, bullying or harassment of any kind will not be tolerated.

4 National Legislation

WEYTEC fully commits to follow and respect all applicable laws and regulations in all countries and markets in which it operates, particularly as regards anti-corruption, confidentiality, health and safety, employment terms, working conditions and freedom of association.

5 Data Protection

WEYTEC complies with strict data protection regulation to ensure the integrity, confidentiality and privacy of corporate intelligence, customer information and employee records.

6 Health and Safety

We never do anything that might put people in danger or harm them in any way – whether they're clients, colleagues, partners, competitors, visitors or anyone else. We keep our workplaces safe by following health and safety rules.

A corresponding Health & Safety Statement includes all the relevant principles that are binding for the whole WEY Group.

7 Human Rights & Responsible Supply Chain Management

WEYTEC fully supports beyond the law, international human rights principles and a Responsible Supply Chain and have defined a Human Rights Policy and a Responsible Supply Chain Standard. The whole WEY Group has to comply and adhere to WEYTEC's Human Rights Policy and the Responsible Supply Chain Standard. Supplier relationships will be continuously benchmarked and evaluated.

Whenever instances of non-compliance are brought to the Company's attention, WEYTEC will insist that corrective measures are implemented. Supplier relationships will be continuously benchmarked and evaluated.

8 Business Partners

Business partners having a contractual relationship with WEYTEC are required to comply with and adhere to the WEYTEC Corporate Business Principles, Human Rights Policy, Health & Safety Statement and Responsible Supply Chain Standard, where applicable. Whenever instances of non-compliance are brought to the Company's attention, WEYTEC will insist that corrective measures are implemented.

WEYTEC aims to deal only with reputable business partners, who comply with WEYTEC professional, quality and business standards.



9 Protection of the Environment

WEYTEC Supports a precautionary and responsible approach to environmental challenges, undertakes initiatives to promote greater environmental responsibility and encourages the development and diffusion of environmentally friendly technologies. Suppliers are expected to maintain effective environmental policies that support environmental protection.

10 Our Understanding of Quality

Quality is the commitment to consistently meet the demands and expectations of our customers, co-workers, suppliers, and market. Stakeholder satisfaction confirms the attainment of our quality goals.