



**Social Compliance Policy**

**Revision Date: April 17, 2024**

**Intent**

Weber Manufacturing Technologies Inc. is committed to conducting business in a socially responsible manner and aims to improve our social impact in the communities that we do business with throughout the world.

While Weber recognizes that there are different legal and cultural environments in which facilities operate throughout the world, the Weber Social Compliance Policy Sets forth the basic requirements all of our suppliers must meet in order to do business with our Company.

**Ethical Labor Standards:** Weber expects it's suppliers to abide by the international standards of fair ethical labor practices as reflected by the International Labor Organization and the United Nations. These ethical labor standards include, but are not limited to, treating employees with dignity, allowing employees the right to legal wages for work performed, providing employees a safe work environment, and giving employees freedom to leave their employment.

**No forced labor:** Suppliers must employ their workers on a voluntary basis, respecting the rights of employees to decide to work or not. Suppliers shall not use forced labor in their contracting, subcontracting or other relationships for the manufacture of their products.

**No Child labor:** Workers of our Suppliers must be the mandatory age allowed by the law of the country of manufacture or the age at which compulsory schooling has ended, whichever is greater. In situations involving hazardous working conditions, workers should be at least 18years of age.

**Working Hours & Overtime:** Suppliers shall not permit working hours to exceed applicable laws or industry standards, whichever affords greater protection. Suppliers must compensate their workers for overtime hours at rates legally required in the country of manufacture. In those countries where premium overtime rate laws do not exist, workers shall be compensated at a rate a least equal to their regular hourly wage. Suppliers shall also guarantee workers breaks and days off in compliance with applicable law.

**Wages:** Suppliers are required to pay minimum wage or prevailing industry wage if no minimum exists, and shall provide all legally mandated benefits.

**Health and Safety:** Suppliers shall maintain a clean, safe, and healthy workplace in compliance with all applicable laws and regulations. Adequate steps shall be taken to prevent accidents and injury so far as reasonably possible. Workers must be provided with appropriate safety training and protective equipment.

**Environmental Practices:** Suppliers must adhere to all applicable environmental laws and regulations regarding protection and preservation of the environment in their country.



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**Supplier Compliance**

All new suppliers to Weber will receive a copy of our policy when being brought on as a partner. We reserve the right to choose not to work with a supplier who does not follow the principles identified in our Social Compliance Policy.

**CTPAT Compliance**

CTPAT stands for the United States Customs Trade Partnership Against Terrorism. Weber Manufacturing Technologies Inc. is committed to supporting and complying with regulations for the CTPAT program. As a proud member of the CTPAT program Weber will work with the Customs and Border Protection agency to protect the supply chain, identify security gaps, and implement specific security measure sand best practices. All employees, contractors, and visitors to Weber are expected to comply with CTPAT’s Security Criteria and associated policies, procedures and practices.

We also strongly encourage all our business partners to participate in the CTPAT program and collectively we can help ensure our customers the safest and most expeditious cross-border supply chain, while also assisting in the worldwide campaign to stop terrorism.

**Chris Edwards**

PRESIDENT /CEO

WEBER MANUFACTURING TECHNOLOGIES Inc.