



WITTENBURG
G R O U P



CORPORATE SOCIAL RESPONSIBILITY

Version 1.0

March 2020



The Wittenburg
Group is a family-
owned business
that contributes
to improving the
quality of life by
creating innovative
materials.

We want to hand
over a better,
cleaner and
healthier world to
the next generation
and protect life
by using our
materials.



We produce Witcom and Cawiton application-specific thermoplastic material solutions to global specifications in our European and Asian facilities and aim for worldwide access to our innovative solutions. Understanding our customer's business and applications allows us to develop solutions that exactly meet their expectations. Our ability to combine many, often contradictory, properties into one material makes us unique. This creates value for our customers and the final consumers. We are a chain oriented company that aims to build long term relationships throughout the entire supply chain based on trust and respect.

The continuity and independence of the Wittenburg Group are secured by sustainable business management. Organizational development of business excellence is our shared ambition and is the driver for achieving our goals and gives us a better understanding of our customer's needs. We actively pursue policies that ensure the impact or any risks of our materials and our production processes on the environment are avoided, continuously reduced and controlled, and aspire to play an essential role in the circular economy. Our employees feel connected with our values, have possibilities to develop and contribute to growth.

To create our Corporate Social Responsibility statement, input was used from management and employees of the Wittenburg Group. A number of sessions were held in which opinions, principles, and core values were noted, debated and written down. It's this cloud of values (in Dutch) that represent our

company and the way we work at Wittenburg Group. All are equally important values and the most common are Health, Trust, Safety, Honesty and Equality.

Our suppliers play an important role and contribute to Wittenburg group's sustainable growth and business success. Therefore, Wittenburg group expects its suppliers to share our commitment to society, the environment and stakeholders. It is our expectation that our suppliers implement measures along their own supply chain and establish adequate procedures to ensure full compliance with these principles.

This CSR statement is to be considered a minimum requirement to which we commit ourselves. The Wittenburg Group choose the United Nations Global Compact as the basis of our statement and we have incorporated these principles into our everyday strategy, policies and procedures. We believe we can only be successful in the long term when these principles are fully embedded in the way we work by our management, our personnel and our business partners.

In our statement we highlight some of the elements that are most relevant for our everyday operations. Every chapter of our statement is linked to the corresponding UN Global Compact for a deeper understanding of our CSR. In case national regulations or any other applicable Law or commitment undertaken or applicable, govern the same topics, the provision providing the highest standard shall apply.

“All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.”

UNIVERSAL DECLARATION OF HUMAN RIGHTS (art.1),
adopted by General Assembly resolution 217 A (III) of 10 December 1948.

Human rights

With our activities, The Wittenburg Group has the potential to impact — positively and negatively — virtually all human rights.

At the Wittenburg Group we respect and support these rights. For example, we work together with everyone on a safe working environment every day. This is not only in aspect of work-safety, but in addition to a safe working environment also treat each other with respect, no intimidation and we do not exclude each other. We do not tolerate discrimination on the basis of gender, ethnicity, disability, religion, marital or family status, national origin, age, sexual orientation or any other characteristic protected by law. We stand for fair pay and labour. We distance ourselves from parties who (possibly) abuse people. In addition, we do not operate in markets and services that we reject ethically.

◀ UN PRINCIPLE 1
Businesses should support and respect the protection of internationally proclaimed human rights.

◀ UN PRINCIPLE 2
Make sure that they are not complicit in human rights abuses.



UN PRINCIPLE 3 ►
Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

UN PRINCIPLE 4 ►
The elimination of all forms of forced and compulsory labour.

UN PRINCIPLE 5 ►
The effective abolition of child labour.

UN PRINCIPLE 6 ►
The elimination of discrimination in respect of employment and occupation.

Labour

We strive to be a reflection of our society and support and want to contribute to the current and future generation in terms of education and development in general. As such we embrace and uphold the local and national laws, collective agreements and apply the highest standards to all our production locations. We commit ourselves to make continuous improvements to the occupational safety and health conditions at our production plants.

The Wittenburg Group wants to emphasize that the above mentioned anti-discrimination statement also applies to recruitment, remuneration, maternity protection, training and opportunities, social security and amongst others, occupational safety and health. Therefore we take measures to promote equality within our organization by for example anti-discrimination training. For transparency and personal growth of our employees we keep up to date records on recruitment, training and promotion and we have grievance procedures in place.

We proactively communicate to our business partners that we reject all forms of slavery, child labour and discrimination and ask of them to commit to the same cause. Deviation from our policy will lead to counter measures and possible exclusion from doing business with the Wittenburg Group.



Environment

The Wittenburg Group believes a business can only be truly sustainable when respecting the environment. We continuously take into consideration the impact our activities may have and aim to reduce negative effects if present. On management level we perform environmental risk analysis and we promote risk based thinking through our organisation.

We strive for continuously improving our triple bottom line by promoting sustainable developments within our company. For example we meet the high BREEAM standards, invest in solar panels, reduce our waste and energy usage, make use of hybrid / electric or low-emission cars and invest in the development of green material solutions and new application areas. We work closely together with graduate students and support projects and research for the use of renewable resources and the circular economy. Additionally, The Wittenburg Group actively makes use of LCA, life cycle assessment and uses the outcome to make improvements to our processes. By operating in the medical, pharmaceutical and cosmetic markets we frequently come across situations when animal testing is requested by our business partners. We strive to eliminate animal testing on our materials and in the supply chain and use animal friendly alternatives when scientifically valid and acceptable to regulators.

◀ UN PRINCIPLE 7
Businesses should support a precautionary approach to environmental challenges.

◀ UN PRINCIPLE 8
We undertake initiatives to promote greater environmental responsibility.

◀ UN PRINCIPLE 9
We encourage the development and diffusion of environmentally friendly technologies.



UN PRINCIPLE 10 ►
*Businesses should work
against corruption in
all its forms, including
extortion and bribery.*

Anti-Corruption

Engagement and trust are one of Wittenburg Group's main values. Therefore we focus highly on eliminating all forms of corruption including extortion and bribery. We expect our employees and business partners to identify and prevent situations where there is a conflict of interest, or even the appearance of one. Wittenburg Group has anti-corruption policies aiming for transparency, including but not limited to application of the 'four eyes' principle. We expect that our employees do not accept valuable gifts from any business partner and do not favour business partners as a result of personal benefits.

If anyone becomes aware of a deviation from this statement we gladly take the opportunity to improve ourselves. Therefore please e-mail your findings to CSR@wittenburggroup.com. We treat your submission confidentially.





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