

Wienerberger Supplier Code of Conduct

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Wienerberger AG and its subsidiaries (hereinafter jointly “Wienerberger”) are committed to high standards of integrity and sustainability and have a zero tolerance when it comes to unethical business behaviour, such as bribery and corruption. We expect all of our suppliers to adhere to similar standards and to conduct their business ethically.

As a supplier, you will use best efforts to ensure compliance with all applicable laws and regulations, the requirements set out in this Wienerberger Supplier Code of Conduct and your contractual obligations to us. Although the Supplier Code of Conduct only applies to Wienerberger’s direct suppliers, Wienerberger encourages the supplier to invite its own suppliers to comply with its terms.

Wienerberger will also expect suppliers to acknowledge and agree to this Code of Conduct and encourages the supplier to submit their own Code of Conduct and actively manage its own supplier base in this area.

Human rights

Wienerberger needs its suppliers to support and respect the protection of internationally proclaimed human rights and make sure that they are not complicit in human rights abuses to any internal or external stakeholder.

Labor

Wienerberger expects the supplier to comply, as a minimum, with all applicable local laws and regulations related to labor and employment including, but not limited to, minimum wage, maximum hours of work, days of rest, compensation, freedom of association, right to organize and collective bargaining.

The supplier is expected to treat all employees fairly, ethically, respectfully and with dignity. The supplier must protect its employees from harassment and victimization in the workplace, including all forms of sexual, physical and psychological abuse.

In particular, you as a supplier will:

Refrain from employment discrimination based on gender, age, nationality, religion, ethnicity, disability, union membership, sexual orientation or political affiliation

Respect the rights of employees to freely associate and bargain collectively

Not tolerate or use child labor in any stage of your activities

Not use any forced labor or involuntary prison labor and allow all employees the choice to leave their employment freely upon reasonable notice

Ensure that working hours, including overtime, do not exceed applicable legal limits

Compensate employees fairly and follow local wage regulations and/or collective agreements

Health and Safety

Wienerberger provides a safe and healthy workplace to its employees. Wienerberger expects that the occupational health and safety of employees is a priority for the supplier through-out all significant aspects of its activities.

Wienerberger conducts its operations in a sustainable way and in compliance with environmental laws and regulations. Wienerberger expects that environmental protection is a priority for the supplier in all significant aspects of its activities.

As a minimum, the supplier must comply with all applicable health and safety laws, regulations and standards. The supplier shall take appropriate action, such as maintaining policies, standards, procedures, contingency measures and management systems, in order to prevent occupational illnesses and work-related accidents and to provide a safe and healthy workplace to its employees.

In particular, you as a supplier will:

Formally appoint a competent person to manage health, safety and environmental programs and improvements

Establish appropriate organizational structures and procedures for the effective management of health, safety and environmental risks

Ensure that all employees are sufficiently aware of these risks and appropriately trained on the implementation of control measures

Environment

The supplier should support a precautionary approach to environmental challenges and undertake initiatives to promote a greater environmental responsibility e.g. energy efficiency, climate protection, biodiversity, responsible use of water. The supplier shall also strive to reduce the impacts of its activities and products on the environment and work towards a total lifecycle view in product design, while maintaining its competitiveness.

As a minimum, the supplier must comply with all applicable regulations and standards.

In particular, you as a supplier will:

Formally appoint a competent person to manage environmental programs and improvements

Maintain and adhere to policies and procedures in place for the avoidance of local and accidental pollution

Establish appropriate organizational structures and procedures for the effective management of environmental risks, and

Ensure that all employees are sufficiently aware of these risks and appropriately trained on the implementation of control measures.

Material Compliance

At Wienerberger we are determined to comply with regulatory and customer requirements regarding the prohibition and restriction of substances, including hazardous substances and "conflict minerals". Therefore, suppliers shall ensure that the goods provided to Wienerberger comply with the requirements covered under the scope of all applicable regulations on local and international level.

In particular, you as a supplier will:

implement a policy regarding "conflict minerals" and exercise due diligence to investigate the source of these minerals, and

respond in a timely manner to Wienerberger's requests for evidence of your compliance with these requirements.

Commitment to Deforestation-Free Supply Chains

Wienerberger is dedicated to responsible forestry practices that protect global ecosystems, respect human rights, and promote long-term environmental sustainability. We require all supply chain partners to ensure that any timber, wood-based materials, or derived commodities provided to us are legally harvested and entirely deforestation-free.

For suppliers of in-scope materials under the EU Deforestation Regulation (EUDR) or similar frameworks, compliance is a mandatory condition of business. We ask that you demonstrate this commitment by maintaining transparent traceability. Specifically, suppliers must be prepared to provide, upon request and without undue delay, all necessary data to ensure Wienerberger's compliance, including but not limited to: precise geolocation coordinates (WGS84), production dates, and the relevant Due Diligence Statement (DDS) reference numbers.

Furthermore, we expect our partners to extend these requirements to their own value chains. This includes ensuring that all secondary and tertiary wood-based products—such as wooden pallets, crates, and paper-based packaging—are sourced from suppliers who maintain rigorous deforestation-free standards. Wienerberger reserves the right to request official risk assessments, satellite verification data, or relevant third-party certifications (e.g., FSC/PEFC) to verify the integrity of our entire collective value chain.

Anti-Corruption and Business Ethics

Wienerberger promotes integrity and ethics in all aspects of its activities and expects the supplier to comply with all applicable laws and regulations on corruption, bribery, prohibited business practices and extortion. Furthermore, the supplier must never make or approve an illegal payment to anyone under any circumstances.

Additionally, Wienerberger expects from its suppliers that they will adhere to anti-trust and other competition laws, protect all confidential information provided by Wienerberger and our respective business partners, respect intellectual property of others, including Wienerberger and adhere to local and international trade regulations.

Governance

In order to ensure and demonstrate compliance, with the Wienerberger Supplier Code of Conduct, the supplier shall keep record of all relevant documentation. Furthermore, provide supporting documentation to Wienerberger upon request. To verify your compliance, we reserve the right to audit and inspect your operations and facilities upon reasonable notice, with or without support of a third party.

Compliance with the principles contained in the Supplier Code of Conduct is a criterion that is taken into consideration in Wienerberger's supplier selection process. Whenever a situation of non-compliance is identified, Wienerberger may work with the supplier to develop and implement a corrective action plan to improve the situation.

General Data Protection Regulations (GDPR)

The protection of privacy and personal data is an important matter we pay attention to in all our business relations. We respect the confidentiality of personal data and always act in accordance with the provisions of data protection law and this Privacy Policy.

Suppliers, who collect and process personal data shall ensure compliance with GDPR and any other applicable EU Directive regarding data privacy too. Only the necessary information required to perform their duties must be collected. The supplier shall have robust policies and procedures in place to be able to demonstrate its commitment to the Directives.

Supplier Responsibility

If any ethical or legal compliance issues arise that are likely to cause a breach of this Supplier Code of Conduct, the supplier is obliged to bring them forward.

To facilitate this, Wienerberger provides a confidential, third-party reporting platform which is available on our website 24/7 in multiple languages. We expect our suppliers to ensure their own employees and sub-suppliers are aware of this channel. It is strictly open to any individual - internal or external - who wishes to report concerns regarding human rights, environmental risks, or unethical conduct anonymously and without fear of retaliation.