

Policy statement according to LkSG

WM SE and its affiliated companies (hereinafter WM SE) are committed to a responsible corporate governance in compliance with the regulations of the German Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltspflichtengesetz; hereinafter referred to as LkSG).

As part of the risk analysis, WM SE examines where particular human rights and environmental risks exist in its supply chains and in its own business operations. Preventive measures are defined on this basis. Discrimination, freedom of association, forced labor and human trafficking were identified as particularly sensitive areas among suppliers.

In order to meet its legal responsibilities under the LkSG, WM SE takes a variety of measures, including raising awareness among its own employees and conducting audits of its suppliers. WM SE has also provided a code of conduct for its suppliers, compliance with which is mandatory. A breach of this code can ultimately be the reason for terminating the business relationship, including all associated contractual relationships.

WM SE further expects all employees to adhere to the law (including the LkSG). Violations will not be tolerated. If violations of human rights and/or environmental obligations are identified, or if such a violation is imminent, WM SE will decide on appropriate corrective measures to minimise the extent of the violations or to eliminate them.

In addition, WM SE has set up a complaints procedure that makes it possible to point out human rights and environmental risks as well as violations of human rights-related or environmental obligations in the company's own operations as well as in its supply chain.

The fulfillment of the due diligence obligations of the LkSG is being continuously documented and an annual report on the fulfillment of the due diligence obligations is prepared in accordance with the legal requirements and made publicly available free of charge for seven years.

The overall responsibility of compliance with the LkSG lies with the Executive Board of WM SE. In addition, WM SE has established a separate Corporate Social Responsibility & Supply Chain Management (CSR & Supply Chain) department, which plays a particularly important role in implementing due diligence requirements.

WM SE will critically review compliance with due diligence obligations on a regular basis and will make adjustments accordingly.



Frank Schröder
CEO

Sales, marketing and HR



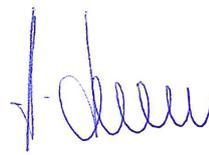
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