

# Woikoski Code of Conduct

We want to promote a fair, humane and responsible working culture in our organisation. Our business is guided by the following principles, the Woikoski Code of Conduct, which define how the company and each of its representatives will act when representing Woikoski as part of their work. This document is intended as a guide for our staff, directing each Woikoski employee to act in accordance with our values and requirements.

## Woikoski's responsibilities and duties

We follow current legislation and guidelines provided by the authorities. In addition to this, we are committed to the following standards and initiatives:

The ISO 9001 quality certificate (including the ISO 9001 IQNet certificate)

Woikoski's operations are certified in accordance with the ISO 9001 quality standard, which guarantees consistent high-quality operations in our various functions. The certificate covers all our operations: manufacture, refilling and delivery of industrial, medical, food and beverage, speciality and LPG gases and tourism.

FSSC 22000 is a food safety certification system approved by the Global Food Safety Initiative (GFSI) and based on the existing internationally acknowledged ISO 22000 standard.

The McDonald's SQMS (Supplier Quality Management System) certificate, the McDonald's chain's global product safety and quality standard, which McDonald's uses to ensure the high quality and safety of the food and beverages provided by its suppliers and thus ensure the quality of its own food supply chain.

The McDonald's SWA (Supplier Workplace Accountability) certificate,

the McDonald's chain's global SWA certification that ensures acceptable working conditions for employees in terms of, for example, a safe and healthy work environment and fair treatment of employees.

The ISO 14001 environmental management certificate (Woikoski Feeling)

Responsible Care (RC), the chemical industry's sustainability programme

Through the RC programme, we report on Woikoski's entire operations. This includes the amount of waste produced, raw materials, production amounts, energy consumption, water usage, staff-related indices and training.

GMP certificates specific to each pharmaceutical manufacturer

Terms and conditions of the marketing authorisations of medical gases

Key Flag-certified products and services

Our operations are audited by various authorities, inspection bodies, clients and partners.