

California Transparency in Supply Chains Act of 2010

WIKA supports the goals of the California Transparency in Supply Chains Act of 2010 and strongly condemns any form of forced labor, slavery and human trafficking. WIKA is in the process of undertaking efforts to communicate our policy of zero tolerance for any form of forced labor, slavery or human trafficking in our supply chains. These actions include the following:

1. **Verification.** Most of WIKA's supply chains are WIKA's affiliated entities worldwide. WIKA has communicated with the applicable affiliated entities regarding WIKA's policy of condemning any form of forced labor, slavery and human trafficking.
2. **Auditing.** WIKA does not audit its supply chains consisting of affiliated entities. Instead, WIKA has communicated with the applicable affiliated entities regarding WIKA's policy of condemning any form of forced labor, slavery or human trafficking.
3. **Certification.** WIKA has requested its affiliated entity suppliers worldwide to comply with the laws regarding forced labor, slavery and human trafficking.
4. **Internal Accountability.** WIKA is committed to responsible and ethical conduct in the workplace. Our business practices have been governed by honesty, fair dealing, integrity and full compliance with applicable laws and regulations. WIKA requires all of our employees to adhere to our Integrity Policy, which requires compliance with all laws and regulations, including laws regarding forced labor, slavery and human trafficking. Employees who violate the Integrity Policy may be subject to disciplinary action up to and including termination of their employment.
5. **Training.** WIKA conducts employee training regarding slavery and human trafficking to those who have direct responsibility for supply chain management.



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