

## Supplier sustainability management activities and KPIs

Prioritized risk topic	Goals & KPIs Planned actions	Scope	Timeline	KPI Q4 2024	KPI goal	Resource
<b>Child labour</b>	<p>Goal: Eliminate child labour from all supply chain processes.</p> <p>Planned Actions:</p> <ol style="list-style-type: none"> <li>1. Communicate child labour policies to suppliers through workshop</li> <li>2. Audit suppliers on child labour policies and procedures.</li> </ol> <p><b>KPI 1:</b> Total number of assessed supplier data and supplier procedures relating to child labour.  <b>KPI 2:</b> Detected cases of Child Labour in assessed supplier data</p>	All WIK (Tier 1) suppliers	Q4 2025	KPI1: 0 KPI2: 0	KPI1:100 KPI2: 0	Lead Specialist, Supplier sustainability and innovation management. No additional material resources are necessary.
<b>Child labour</b>	<p><b>Goal:</b> Prevent child labour in factories</p> <p><b>Planned Actions:</b></p> <ol style="list-style-type: none"> <li>1. Strengthen Legal Framework</li> <li>2. Corporate Social Responsibility (CSR) Programs</li> </ol> <p><b>KPI:</b> Number of established CSR programs per site</p>	WIK Factories and Society	Q3 2025	KPI: 5	KPI: >=3 (at least one per site per year)	PD Managers and Departments No additional material resources are necessary.

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<b>Forced labour</b>	<p><b>Goal:</b> Eliminate all kinds of forced labour in the global supplier chain</p> <p><b>Planned Actions:</b></p> <ol style="list-style-type: none"> <li>1. Audit suppliers on topic of forced labour</li> <li>2. Remediate all identified forced labour topics</li> </ol> <p><b>KPI1:</b> Number of assessed suppliers on topics of forced labour  <b>KPI2:</b> Detected cases of Forced Labour in supplier data</p>	All WIK suppliers (Tier 1)	Q4 2025	KPI1: 0 KPI2: 0	KPI1: 100 KPI2: 0	Lead Specialist, Supplier sustainability and innovation management. No additional material resources are necessary.
<b>Forced labour</b>	<p><b>Goal:</b> Prevent Forced labour in factories</p> <p><b>Planned Actions:</b></p> <ol style="list-style-type: none"> <li>1. Community Workshops.</li> <li>2. Monitor Compliance</li> </ol> <p><b>KPI :</b> Number of cases of forced labor</p>	WIK Factories and society	Q3 2025	KPI: 0	KPI:0	PD Managers and Departments. No additional material resources are necessary.
<b>Fair Wages</b>	<p><b>Goal:</b> Ensure a living wage which is at least the minimum wage according to the supplier's jurisdiction is paid to supplier's employees.</p> <p><b>Planned Actions:</b></p> <ol style="list-style-type: none"> <li>1. Audit suppliers and review at least 8 employment contracts, employees' pay slip,</li> </ol>	All WIK suppliers (Tier 1)	Q4 2025	KPI: ?	KPI: 50%?	Lead Specialist, Supplier sustainability and innovation management. No additional material resources are necessary.

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	<p>attendance record of 3 randomly selected months.</p> <p>Follow up on Social Audits which are uploaded by Tier suppliers as part of supplier questionnaire already. Compare them with the Salary data from the country and check where they stand</p> <p><b>KPI: % of Supplier audited</b></p>					
<b>Health and safety</b>	<p><b>Goal:</b> Ensure suppliers have procedures in place for health and safety practice.</p> <p><b>Planned activities:</b></p> <ol style="list-style-type: none"> <li>1. Review the questionnaire of 100 suppliers through the electronic procurement (ePro) regarding occupational health and safety and follow up with suppliers where necessary.</li> <li>2. Audit suppliers on health and safety topics including emergency preparedness, accident and injury management.</li> </ol> <p><b>KPI:</b> Assess 100 suppliers first aid personnel certificates through sustainability audit.</p> <p><b>KPI: % of Supplier audited</b></p>	All WIK suppliers (Tier 1)	Q4 2025	<b>KPI: ?</b>	<b>KPI: 50%?</b>	Lead Specialist, Supplier sustainability and innovation management. No additional material resources are necessary.

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<b>Health and safety</b>	<b>Goal:</b> Zero Injuries at workplace  <b>Planned activities:</b> 1. Regular Safety Workshops 2. Onboarding Safety Orientation 3. Job Hazard Analysis  <b>KPI:</b> Total amount of work related injuries per calender year	WIK Factories	Q2 2025	KPI: 0	KPI: 0	H&S specialist and People department. No additional material resources are necessary.
<b>Social insurance</b>	<b>Goal:</b> Ensure the legally required social insurance is paid to supplier's employees.  <b>Planned activities:</b> 1. Assess the records of the payment of social insurance by supplier to employees at 3 randomly selected months of at least 8 employees during WIK supplier sustainability audit and provide remediation actions where necessary.  <b>KPI:</b> % of assessed suppliers that pay social insurance as required by law	All WIK suppliers (Tier 1)	Q4 2025		KPI: 100	Lead Specialist, Supplier sustainability and innovation management. No additional material resources are necessary.
<b>Discrimination &amp; Equal Opportunity</b>	<b>Goal:</b> Gender Equality  <b>Planned activities:</b> 1. Establish Gender Equality Policies 2. Training Programs:	WIK Factories	Q3 2025	KPI: 5%	less than 10% difference	People department No additional material resources are necessary.

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	3. Tracking system establishment <b>KPI:</b> Difference in average yearly pay between all male and all female employees in same position in %						
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Separate Clean Air & Climate and Water & Soil Strategy for WIK Macedonia, WIK Shenzhen, and WIK Batam involves addressing the specific environmental challenges and opportunities faced by each location while considering the principles of sustainability and corporate social responsibility is created as additional document.

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