

Supplier Code of Conduct

We strive to achieve excellence, innovation and performance in a sustainable way. People and the environment are the most important resources. We try to achieve the highest standards in terms of business integrity and the social and environmental performance of our supply chain.

The following guidelines, which are based on the content of our Code of Conduct, describe our minimum expectations with regard to business ethics, working conditions, human rights, environmental leadership, financials and products for our suppliers and their business partners. We expect our suppliers to adhere to these standards and pass them on to their supply chain.

These guidelines are based on fundamental principles of social and environmental responsibility that are consistent with local laws and international expectations.

They apply worldwide for all suppliers of the Coroplast Group including our business units Coroplast Tape, WeWire und Coroflex.

1. Business ethics

Gifts, invitations and corruption

In order not to jeopardize their entrepreneurial activities through personal gain, the mere appearance must be avoided that the freedom of choice of employees could be impaired by invitations or gifts. Our suppliers are committed to complying with all relevant anti-bribery and anti-corruption laws, including but not limited to relevant laws such as the U.S. Foreign Corrupt Practices Act or the UK Bribery Act.

Business relationships

Our suppliers maintain trusting and fair business relationships with customers, suppliers, service providers and business partners.

Competition and antitrust laws

Our suppliers are committed to fair competition in all business relationships and expect the same from their business partners. In doing so, they comply with the competition and antitrust laws that apply to them.

Trade controls

Our suppliers must comply with applicable national and international trade control laws that restrict or prohibit the import and export of products, services and technologies. Our suppliers do not export to countries or to organizations for which they are subject to an embargo; the same applies to the import.

Conflict minerals

Our suppliers have defined appropriate internal processes in order to be able to understand whether the products they supply could contain metals from the Democratic Republic of the Congo or neighboring countries (so-called "conflict minerals").

Conflict of interest

We expect from our suppliers to conduct their business in a way that avoids the appearance of inappropriateness. Our suppliers ensure that their employees avoid and disclose situations in which their financial or other interests could conflict with their professional duties.

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Data protection and data security

Our suppliers protect the personal data of employees, customers, suppliers, applicants and other data subjects. They collect, record, process, use and store personal data only in accordance with the respective legal requirements and their data protection guidelines.

They take appropriate and suitable technical and organizational measures to protect the data they hold against unauthorized access, unauthorized use, misuse or loss.

Whistleblowing system, protection of identity and non-retaliation

Our suppliers should establish processes that allow concerns to be raised confidentially and anonymously without retaliation. Of course, they can also use our whistleblower system available at <https://www.coroplast-group.com/whistleblower>.

2. Human rights and working conditions

Human and labor rights

The recognition of and compliance with international human rights as well as internationally recognized labor and social standards in accordance with the UN Guiding Principles on Business and Human Rights of the United Nations and the core labor standards of the International Labor Organization (ILO core labor standards) are a matter of course for our suppliers, as well as adhering to ethical principles when recruiting their employees.

Child labor

Our suppliers ensure that child labor is prevented and undertake to comply with the applicable ILO core labor standards and any stricter national legislation that may apply to them.

Forced labor and modern slavery

Our suppliers reject any form of forced or compulsory labor or other forms of domination or oppression in the workplace, for example through extreme economic or sexual exploitation.

Equal treatment and exclusion from discrimination

Mutual respect and trust form the basis of cooperation with our suppliers. They promote equal opportunities, diversity and inclusion and do not tolerate any discrimination based on gender, age, skin color, culture, ethnic origin, sexual identity, disability, religious or political beliefs or collective activity.

Freedom of association

Our suppliers respect and honor every lawful association of their employees, such as the formation, joining or membership of trade unions, and encourage a respectful dialogue with representatives of their employees.

Work- and health protection

The well-being of their employees and a safe workplace are very important to our suppliers. In this respect, it goes without saying that our suppliers comply with the applicable occupational health and safety regulations and ensure health protection in the workplace in accordance with the applicable regulations.

Working hours

Our suppliers ensure that the respective local legal requirements regarding working hours are complied with.

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Adequate wage

Our suppliers pay their employees an adequate wage that is at least equal to the minimum wage stipulated by the applicable law and grant the social benefits and vacation entitlements to which the employee is entitled under the applicable law.

Land rights and forced eviction

Our suppliers undertake not to participate in land grabbing. They must also comply with the ban on the unlawful eviction of land, forests and waters when they acquire, cultivate or otherwise use land, forests and waters that serve as a person's livelihood.

Rights of minorities and indigenous populations

Our suppliers respect applicable local, national, international and traditional land, water and resource rights. In particular, the rights of indigenous peoples and local communities along the supply chain are respected, protected and promoted.

Private or public security services

Our suppliers must comply with the prohibition on hiring or using private or public security services to protect a company project if the use of security services violates the prohibition of torture and cruel, inhuman or degrading treatment or otherwise violates life and limb due to lack of instruction or control by the company.

3. Environment

Our suppliers should support a proactive approach to environmental responsibility by protecting the environment, conserving natural resources and reducing the ecological footprint of their production, products and services throughout their life cycle.

A comprehensive approach includes, among other things:

Energy consumption and greenhouse gas emissions

Our suppliers should have a strategy and management program to measure, monitor and reduce energy consumption and greenhouse gas emissions while increasing the use of renewable energy to contribute to global decarbonization.

Water quality and consumption

Our suppliers should effectively reduce, reuse and recycle water through responsible treatment of wastewater discharges to protect the environment and improve overall water quality.

Air quality

Our suppliers should routinely monitor, appropriately control, minimize and, as far as possible, eliminate emissions that contribute to local environmental pollution.

Noise emissions

Our suppliers should avoid noise as far as possible and ensure that applicable noise limits are complied with.

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Soil quality

Our suppliers should prevent soil contamination, erosion on open spaces and other harmful effects on soils.

Biodiversity, land use and deforestation

Our suppliers protect the ecosystems and biodiversity within their sphere of influence and demonstrate that they do not want to receive products from their suppliers that originate from illegal logging or deforestation.

Natural resources management and waste reduction

Our suppliers should promote and support the use of sustainable, renewable natural resources, while reducing waste and increasing reuse and recycling.

Responsible chemical management

Our suppliers must identify and eliminate the use of restricted substances in manufacturing processes and finished products to ensure regulatory compliance. They should also be aware of the use of notifiable substances in processes and finished products and actively look for suitable substitutes.

Animal welfare

Where our suppliers process animal products, they are expected to implement standards and best practice methods for compliance with animal welfare along the entire supply chain.

4. Financials

Financial responsibility and accurate records:

We expect from our suppliers that all business transactions are handled transparently and correctly reflected in the company's financial reports and documents.

Disclosure of information

As applicable, our suppliers must disclose financial and non-financial information in accordance with applicable regulations.

Money laundering

Our suppliers do not participate in money laundering and should implement appropriate measures to prevent money laundering.

5. Products

Counterfeit parts

Our suppliers are not allowed to introduce counterfeit or diverted parts and materials into deliverable products.

Intellectual property

Our suppliers must respect valid intellectual property rights and use commercially reasonable practices to protect the transfer of confidential technology and know-how.