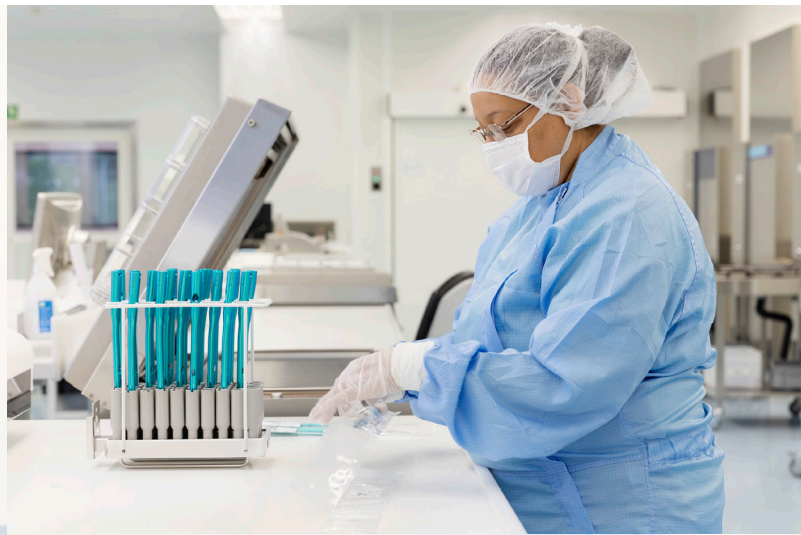


Code of Conduct for suppliers



We protect what makes performance possible
- Values, people and the environment.

Protect to perform.



Code of Conduct for suppliers



Introduction

At Früh Verpackungstechnik, we set the highest standards in terms of ethical behavior, social responsibility and environmental protection. Long-term cooperation based on partnership and fair treatment are of central importance to us. We expect our suppliers to share these values and implement them in their daily business practices. This Code of Conduct is based on the following international guidelines and standards:

- United Nations Universal Declaration of Human Rights
- UN Convention on the Rights of the Child
- Fundamental Conventions and International Labor Standards of the ILO
- Principles of the United Nations Global Compact

1. Ethical Behavior

Integrity and fairness: Suppliers are required to conduct their business with integrity, honesty and fairness. Corruption, extortion and bribery are strictly prohibited.

Transparency: Business practices should be transparent and comprehensible. This includes the disclosure of potential conflicts of interest and compliance with all applicable laws and regulations.



Data protection and information security: Suppliers must comply with all applicable data protection laws, including the General Data Protection Regulation (GDPR). They are obliged to implement appropriate measures to protect confidential information and to secure their IT systems.

Whistleblowing: Suppliers should establish secure and accessible mechanisms that allow their employees to report violations of this Code of Conduct anonymously and without fear of reprisal. These mechanisms should be easily accessible and secure.

2. Working Conditions

Fair treatment: All employees should be treated fairly and respectfully. Discrimination based on race, gender, age, religion, sexual orientation or other protected characteristics is not acceptable. Harassment and abuse of any kind are prohibited.

Working hours and remuneration: Suppliers are expected to ensure that working hours and remuneration comply with applicable laws and industry standards. Overtime must be remunerated appropriately.



Fair wages: Suppliers should ensure that wages comply with the legal minimum wage or industry standards, whichever is higher.

Child and forced labor: Child labor and any form of forced labor are prohibited. Suppliers must ensure that no children under the legal minimum age are employed and that all employment relationships are voluntary.



Freedom of association: Suppliers are required to respect the right of employees to freedom of association and collective bargaining. Employees should have the right to organize and bargain collectively.

Training and awareness: Suppliers are encouraged to conduct regular training for their employees in order to strengthen the implementation and awareness of this Code of Conduct.

Equal opportunities and inclusion: Suppliers should create a working environment that is characterized by openness, respect and diversity. Discrimination based on individual characteristics or life circumstances is not permitted in any form. Active measures to promote equal opportunities and the inclusion of underrepresented groups are expressly encouraged.

3. Health and Safety

Workplace safety: Suppliers are required to ensure safe and healthy working conditions. This includes the provision of protective clothing and equipment as well as regular training on occupational safety.

Emergency preparedness: Suppliers are expected to have emergency preparedness and response measures in place. This includes emergency plans, evacuation drills and the provision of first aid equipment.

4. Umweltschutz

Conservation of resources: Suppliers should use resources efficiently and minimize waste. This includes measures to reduce energy and water consumption and to minimize waste and emissions.

Environmental management: A functioning environmental management system for monitoring and reducing negative environmental impacts is desirable. Legal environmental requirements must be complied with and environmental performance continuously improved.

Responsible procurement of raw materials: Suppliers are responsible for ensuring that all raw materials come from ethical sources and thus guarantee transparency in their supply chain.

Climate protection and CO₂ reduction: Suppliers should actively work to record and reduce their greenhouse gas emissions - through more efficient processes, climate-friendly energy sources and transparent CO₂ balances.



5. Corporate Governance

Compliance: Raw materials must be obtained from ethically responsible sources. Transparency within the supply chain should be ensured.

Reporting and audits: Suppliers are required to report regularly on their progress in complying with this Code of Conduct. Früh Verpackungstechnik AG reserves the right to conduct audits or to commission independent third parties to verify compliance.

Continuous improvement: Suppliers should work continuously to improve their processes and practices. This includes the regular review and adaptation of management systems as well as the training and further education of employees.

6. Supply Chain

Responsibility in the supply chain: Suppliers must ensure that their own suppliers also comply with the standards set out in this Code of Conduct. This includes the regular review and evaluation of suppliers and the promotion of best practices throughout the supply chain.

Subcontractors, freelancers and contracted service providers must also be informed in an appropriate manner about the requirements of this Code of Conduct and involved in its implementation.





Signatures

We hereby confirm, that we have read this code and understood its contents:

Name of supplier

(company stamp if applicable)

Name(s) and
Function(s) of the
Signatory(ies)

Date

Signature(s)



Protect to perform.