



**Menschen
machen
MONTAPLAST.**

MONTAPLAST Supplier Code of Conduct

GUIDANCE FOR ETHICAL AND SUSTAINABLE BEHAVIOUR

Foreword

MONTAPLAST GmbH is an internationally active company. Respectful and sustainable treatment of people and nature characterize our global operations. MONTAPLAST GmbH is committed to its customers to comply with defined standards and expects the same from its suppliers. The provisions of this Supplier Code of Conduct apply to all suppliers, business partners and other third parties acting on our behalf. This supplier Code of Conduct also apply to all MONTAPLAST employees, as far as any guidance In addition, unless not already described in our company Code of Conduct.

The MONTAPLAST Supplier Code of Conduct is based on the United Nations Declaration of Human Rights and Conventions against Corruption, the OECD Guidelines for Multinational Enterprises, the conventions of the International Labor Organization (ILO), the principles of the Rio Declaration of the United Nations and the "Ten Principles" on which the United Nation Global Compact is based. This Code of Conduct provides guidance and sets out the values, principles and actions that determine our responsible corporate behavior. It describes our responsibility as a member of society and our responsibility as a business partner. Our aim is to comply with ethical standards and to create a business environment that promotes integrity, respect and fair conduct. A strictly law-abiding and principled business policy serves the long-term interests of MONTAPLAST.

This Code of Conduct shall guide MONTAPLAST suppliers. Suppliers need to recognize the defined regulations as a minimum standard within their sphere of influence and respond appropriately to implement and comply with them. The subcontractors involved in the production process must also observe this Code of Conduct.

The MONTAPLAST Supplier Code of Conduct has been adopted by the managing directors of MONTAPLAST GmbH and is regularly reviewed and updated.

August 2024

C. A. Stulz

R. Eble

R. Graf

C. Kuhn

As a supplier to MONTAPLAST GmbH, you undertake to comply with the following minimum standards

Human Rights

As a supplier of MONTAPLAST GmbH you undertake to

- respect the personal dignity, privacy and rights of the individual.
 - refrain from work that is the consequence of the exercise of any form of coercion (prohibition of forced or compulsory labor as well as modern slavery).
 - refrain from any employment of children under the local legal minimum employment age; if no minimum age is set by law, no children under the age of 15 will be employed.
 - in general, employ persons under the age of 18 (young workers) only in compliance with the local legal requirements applicable to these persons.
 - strictly observe human rights, such as the prohibition of torture and cruel, inhuman or degrading treatment, when commissioning and using private or public security forces. Life and limb are not violated.
 - refrain from any form of discriminatory behavior with regard to race, ethnic origin, gender and sexual orientation, religion, belief, ideology, disability, age, trade union membership, etc..
 - promote diversity, equality and inclusion in your corporate culture.
 - refrain from any kind of sexual harassment.
- comply with the statutory or collectively agreed maximum working hours.
 - grant free days and vacations at least within the framework of the statutory provisions.
 - create a working environment that enables employees to voice their concerns about the employment relationship individually or collectively within the framework of the applicable legislation on collective representation and trade union membership and without fear of discrimination in any form whatsoever.
 - respect the right of employees to terminate their employment relationship within a reasonable period of time.
 - appropriate organizational and other measures in the context of the management of health and safety risks in the workplace. In any case, at least compliance with the statutory occupational health and safety regulations applicable to the respective workplaces.
 - ensure that employees are aware of the risks in the workplace and have been adequately trained to prevent them.

Work Conditions

As a supplier of MONTAPLAST GmbH you undertake to

- provide remuneration and compensation as well as social benefits in accordance with the applicable laws and collective agreements.

Environmental Protection

As a supplier of MONTAPLAST GmbH you undertake to

- the careful and sustainable use of natural resources. Optimum environmental protection must be guaranteed in all phases of the manufacturing process. This includes the prevention of accidents that could have a negative impact on the environment.
- generally strive to reduce emissions and make production as energy-efficient as possible.

cient as possible. In particular, the reduction of greenhouse gases, water and air pollution or harmful noise emissions. As well as to support a switch to renewable energies as far as possible.

- systematically identify and prevent potential environmental hazards.
- systematically avoid waste or strive to reuse and recycle materials if waste cannot be avoided.
- fully comply with the applicable national laws on animal protection and animal welfare.
- respect and protect biodiversity. Land use is always carried out in accordance with applicable environmental protection laws and with the aim of maintaining and, where possible, improving soil quality. We do not tolerate deforestation.

Water consumption, water quality and air quality are of particular importance here.

Materials

As a supplier of MONTAPLAST GmbH, you ensure that the requirements of the EU chemicals regulation REACH and the EU regulation RoHS (restriction of the use of certain hazardous substances in electrical and electronic equipment) are complied with. You are aware that products cannot be used if these requirements are not complete and fulfilled.

Conflict Minerals

As a supplier to MONTAPLAST GmbH, you undertake not to permit the use of conflict minerals.

Conflict of Interest

At MONTAPLAST, we expect loyalty to the company. All employees must avoid situations in which their personal or financial interests conflict with those of MONTAPLAST. For this reason, it is particularly forbidden to take an interest in competitors,

suppliers or customers or to enter into business relationships with them in a private context if this could lead to a conflict of interest. The interests of MONTAPLAST must not be impaired by conflict situations. We expect our suppliers and all business partners to commit themselves to these rules as well. Any actual or potential conflict of interest must be reported.

Bribery and Corruption Ban

MONTAPLAST GmbH is against corruption and bribery. Actions in which business is conducted by improper means will not be tolerated. Employees of MONTAPLAST GmbH may not offer, receive or accept any benefits from business partners that could lead to an impairment of an objective and fair business decision or even create such an appearance. As a supplier of MONTAPLAST GmbH, you undertake to comply with these regulations.

Financial Responsibility

Suppliers of MONTAPLAST GmbH document completely, comprehensibly and correctly in accordance with the legal and official requirements for proper accounting and financial reporting. We value transparency, correctness and adherence to deadlines and expect the same from our business partners.

Competition and Antitrust Law

Competition laws - also known as antitrust laws - serve to protect free competition. They prohibit business conduct that is aimed at preventing, restricting or distorting competition or that has the effect of doing so. This includes, for example, price fixing or the division of market segments or customers. Violations of competition law are subject to severe penalties. In addition to the responsibility of MONTAPLAST GmbH as a company, suppliers who are also responsible for violations of competition law

may also be subject to penalties. As a supplier of MONTAPLAST GmbH, you undertake to comply with these regulations.

Export Controls and Economic Sanctions

As a supplier of MONTAPLAST GmbH, you comply with the applicable laws and other relevant regulations in Germany and abroad in all business decisions and actions. You shall comply with all applicable national and international tax, customs and export control laws and regulations. In particular, economic and trade sanctions regulations, embargoes against certain countries, companies or persons and bans on certain exports and imports must be complied with.

Shared Responsibility

The rules of this Code of Conduct form the core of MONTAPLAST's corporate culture. Uniform compliance with these principles is essential. To ensure this, we encourage everyone to take responsibility and report violations. This means reporting violations of laws, regulations and internal guidelines emanating from our company, our managers and employees or other suppliers or subcontractors.

Notices help to uncover violations and thus prevent or at least reduce damage. Information can be given at

<https://montaplastksg.integrityline.com>.

All information can be provided anonymously or in a confidential manner.

MONTAPLAST GmbH investigates all reports and examines them carefully in a fair procedure. Violations of our Code of Conduct will not be tolerated and will result in consequences. MONTAPLAST GmbH will not tolerate retaliation for complaints made in good faith under this Code of Conduct. Protection against retaliation is guaranteed.

Final Provisions

1. The supplier undertakes to enforce analogous principles vis-à-vis its suppliers and service providers.
2. MONTAPLAST GmbH reserves the right to verify compliance with this Supplier Code of Conduct by taking appropriate measures.
3. The MONTAPLAST Supplier Code of Conduct is an integral part of the General Terms and Conditions and the individual framework supply agreement.
4. Non-compliance with the MONTAPLAST Supplier Code of Conduct by the supplier shall constitute good cause for MONTAPLAST GmbH to terminate existing contracts with the supplier without notice.

This Supplier Code of Conduct shall enter into force upon receipt of the latest version of the documents mentioned under point 3 and shall be valid as long as the business relationship between MONTAPLAST GmbH and the supplier exists.

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