

"faigle and partners: Shaping the future responsibly together - the faigle Code of Conduct for partners"

At **faigle**, we are passionate about innovation and quality to push the boundaries of what is possible and create sustainable solutions for a better future. As a leader in plastics technology, we understand the importance of integrity, transparency and responsibility in all our business processes. Our Partner Code of Conduct is an integral part of our commitment to ethical behaviour and sustainability. It reflects our values and defines the expectations we have of our suppliers and partners

We are convinced that sustainable success can only be achieved through mutual trust and compliance with high standards of ethical behaviour, social responsibility and environmental protection. We therefore require our partners to respect applicable laws and regulations and work to implement practices that protect human rights, preserve the environment and promote positive social impact.

Our aim is to manage a supply chain that ensures transparency, fairness and respect for all parties involved. We want to work with our partners to achieve continuous improvements in the areas of environmental, social and corporate governance (ESG). In doing so, we are guided by internationally recognised standards and initiatives.

We expect our partners to recognise these principles and to actively implement and promote them in their own supply chain. By working together, we endeavour to make a positive contribution to a sustainable and fair world.

Social affairs

- Compliance with internationally proclaimed human rights is ensured in all activities and dealings with employees, without the use of forced or child labour.
- Any form of child labour, especially in its worst forms, is rejected, with a minimum working age of no less than 15 years.
- Discrimination on the basis of personal characteristics is not permitted; employment decisions are based solely on the abilities of the individuals.
- An inclusive work environment is promoted in which employees are treated with respect and discrimination, unequal treatment, harassment, abuse or inhumane treatment are prohibited.
- Freedom of association and the right to collective bargaining are supported in accordance with applicable laws.
- Compliance with minimum wages and working hours in accordance with local laws is ensured, including compensation for a living wage.

- Working hours must comply with applicable law, overtime is voluntary, and employees are entitled to at least one day off after six working days.
- Harassment, physical or psychological harm, abuse and intimidation are prohibited; only lawful disciplinary action will be tolerated.
- Ensuring a hygienic and safe working environment is mandatory, including regular safety training and adequate protection from hazards.
- Products that contain conflict minerals and support armed groups or human rights violations are not supplied; due diligence for the supply chains of minerals in accordance with OECD recommendations is fulfilled.
- Effective and confidential grievance mechanisms are established to protect the confidentiality of information and to prevent discrimination or penalisation of complainants; employees and other stakeholders are enabled to raise concerns or potentially unlawful practices in the workplace (internal reporting system).

Environment

- Products are developed, manufactured, transported, used and disposed of in a safe and environmentally friendly manner in order to protect and preserve people's livelihoods.
- Efficient use of resources is promoted through the use of energy-efficient and environmentally friendly technologies; waste volumes and emissions to air, water and soil are reduced.
- The health and safety of employees, neighbours and the public is protected against hazards arising from manufacturing processes and products.
- Applicable environmental, occupational health and safety regulations and international agreements on environmental standards are complied with.
- Negative impacts on biodiversity, climate change and water scarcity are minimized.
- Systems are used to safely handle waste, air emissions and wastewater and to prevent or minimize unintentional releases into the environment.
- Natural resources are used economically and responsibly.
- The economical use of natural resources is pursued, supported by practices such as material reduction and substitution, recycling and circular economy.
- An appropriate environmental management system is established to minimize environmental impacts and hazards and to improve environmental protection in daily business operations.
- Compliance with local environmental laws, regulations and standards in the generation, storage, disposal and recycling of waste, waste gases and wastewater are ensured.

Governance

- Compliance with all relevant national and international trade laws and regulations, including the rules of antitrust law, trade control and sanction regulations, is a prerequisite.
- Corporate integrity is regarded as the basis for business relationships.

- All forms of bribery, corruption, including extortion, fraud, money laundering, terrorist financing, embezzlement, nepotism and inappropriate business gifts are prohibited. Employees and business partners must not tolerate active corruption (offering and granting benefits; bribery) or passive corruption (demanding and accepting benefits) or engage in it in any way.
- Employees and business partners are prohibited from offering gifts or other personal benefits (e.g. invitations) to private individuals or public officials if their total value and the specific circumstances give the impression that the recipient of the benefit is expected to behave in a certain way in return. Whether this is the case depends on the specific circumstances of the individual case.
- Gifts of low value and hospitality within the scope of customary business practices are permissible.
- The privacy and confidential information of all employees and business partners is respected and protected, including data and intellectual property.
- Conflicts of interest that could jeopardise fairness and transparency are to be avoided.
- Anti-competitive behaviour such as price fixing and market sharing as well as manipulative transfer pricing practices are prohibited.
- The utmost care is expected to maintain image and reputation through honest and honest business activities.

Material conformity

- Strive to comply with regulatory and customer requirements regarding the prohibition and restriction of substances, including hazardous substances and conflict minerals, by identifying and substituting materials and products containing minerals from conflict and high-risk areas and avoiding their use.
- Ensure compliance with all applicable local and international regulations, including laws or regulations in the countries of production and in the countries/regions where the product is sold or used, such as the European Union, regarding the prohibition, restriction, registration, authorisation and/or traceability of substances of concern to human health or the environment.
- It must be ensured that all products supplied comply with applicable laws and regulations on the restriction of chemical ingredients, including the latest version of the Registration, Evaluation, Authorisation and Restriction of Chemicals ("REACH") and the Restriction of Hazardous Substances ("RoHS") regulations.

Financial responsibility

- It is necessary to comply with all relevant tax laws and regulations in the respective countries and to make the necessary tax payments in full and on time.
- Transparent and accurate accounting that accurately reflects all business transactions and complies with applicable accounting standards and principles is required.
- Measures to prevent involvement in money laundering activities must be taken to ensure that financial transactions are not used to conceal the illegal origin of funds.

- A commitment to combating corruption, bribery and unethical business practices, without taking actions that could favour financial irregularities or fraud, is expected.
- Investment and financing practices should follow ethical principles and not contribute to the support of illegal or unethical activities.
- Fair competition practices are to be applied, whereby anti-competitive behaviour such as price fixing, market manipulation or other unfair business practices are to be avoided.
- Transparency and honesty are required in financial reporting and communication in order to maintain the trust of stakeholders, including customers, employees and the public.
- In addition to financial aspects, social and environmental criteria should also be taken into account to ensure that business practices are sustainable and have a positive impact on society and the environment

faigle is committed to promoting and maintaining high standards throughout the supply chain and expects its partners to share and implement the same principles. Partners can demonstrate their compliance with these principles either by recognising these guidelines or by introducing their own codes and company policies that pursue similar standards.

To ensure compliance with legal requirements, rules and standards, **faigle** reserves the right to conduct audits and assessments. Should any concerns arise, **faigle** will consider taking appropriate steps to continue the business relationship.

If there are indications of unlawful behaviour or malpractice within the supply chain, **faigle** encourages you to contact the relevant compliance hotline via the following link: compliance@faigle.com. **faigle** is committed to transparent and responsible business conduct, which forms the basis for sustainable success and trusting partnerships.