



Code of Conduct

January 2022

Foreword



Dear colleagues and partners,

for more than 60 years, **epsotech** has been developing customized plastic solutions according to the technical specifications of its customers. We believe in the advantages of our materials and are specifically committed to the ideal of the circular economy. Sustainable handling of our raw materials is a self-evident principle for us.

The Code of Conduct is a guide and advisor for our daily behavior and serves as orientation in dealing with our stakeholders - customers, employees, business partners, and the public.

We always invoke our corporate values "**together, sustainable, focused**" to drive our growth, drive our innovation and sharpen our Green Footprint - together as a Group.

Each of us is responsible for knowing the values and standards of this Code of Conduct and it is a commitment to follow this **epsotech Code of Conduct** and to implement it as employees of any position in practice and in everyday business.

A handwritten signature in blue ink, appearing to read 'Michael Hangelmann', written in a cursive style.

Michael Hangelmann
CEO & Managing Director

General rules

Scope of application

This Code of Conduct applies to all subsidiaries and production sites of the company.

It is the responsibility of the responsible managing directors, and the respective employees to familiarize themselves with the Code of Conduct.

Laws, standards and ethical conduct

The company complies with the applicable laws and standards of the respective countries in which it operates. It is guided by generally accepted ethical values and principles, in particular integrity, honesty and human dignity.

Business partners, authorities and consumers

The company practices according to the generally accepted business practices of fairness and honesty. It maintains a trusting relationship with authorities. Consumer protection standards are observed.

Business secrets

Business secrets of business partners are treated confidentially by the company and its employees. The disclosure of confidential information to third parties or making it publicly available is prohibited. This also applies to company employees after termination of the employment relationship.

Ethical and social principles

Unity and diversity

The epsotech Group rejects discrimination in employment or occupation, including, but not limited to, discrimination based on race, ethnic or national origin, color, sex, mental or physical disability, age, creed, membership in an employee organization or other personal characteristics.

In addition, physical, psychological and sexual violence are prohibited. Such behavior will result in summary dismissal. Likewise, the right to freedom of opinion and expression is guaranteed, and privacy is protected.

Strong in the team

Our teamwork is characterized by mutual appreciation. A positive working atmosphere is particularly important to us.

We can seldom achieve complex solutions on our own; that is why we work on a large number of tasks in a team, making use of the strengths of each team member.

Our employees are a decisive factor for the success of our company. Excellently trained and highly motivated, they are the lever for increasing innovative strength in the company.

Antitrust and competition law

Bribery, venality and corruption

The company rejects bribery and corruption and does not tolerate such behavior. Employees must ensure that no personal dependencies or obligations to customers or suppliers arise.

In particular, company employees must not accept or make gifts that could reasonably be expected to influence business decisions. If gifts are customary and courteous in a particular country, care must be taken to ensure that no obligatory dependencies are created as a result and that local legal standards are complied with. Violations are generally punished by measures under the law of employment.

Antitrust law

The company is committed to fair competition. Laws protecting competition, in particular antitrust law and other laws regulating competition, are observed. Unlawful agreements on prices or other conditions, sales territories or customers, as well as an abuse of market power, are contrary to the principles of the company. Fair competition creates incentives for innovation and high product quality for the benefit of consumers. All employees are required to comply strictly with antitrust law and the relevant internal regulations.

Global guidelines

Human rights

The internationally recognized human rights are explicitly and sustainably supported. Even in the event of disciplinary measures, all company employees are to be treated with dignity and respect.

Such measures may only be taken in accordance with applicable national and international standards and internationally recognized human rights.

Child labor

Child labor and any kind of exploitation of children and young people are rejected. The relevant laws are observed.

Forced Labor

Any form of forced labor, bonded labor, serfdom or slavery and conditions similar to these are rejected. Company employees may not be forced into employment, either directly or indirectly, by force or intimidation.

Remuneration

All employees shall be paid a fair wage for full-time employment that is at least sufficient to meet basic needs.

Pay shall be paid in a practical manner, and a pay stub shall be made available on a reasonable scale.

Working hours

Working hours shall be in accordance with applicable national law, industry standard or relevant ILO conventions.

Overtime must be worked on a voluntary basis.

Health and occupational safety

National and international regulations for ensuring health and safety in the workplace shall be complied with. Appropriate systems shall be put in place to avoid risks to health and safety.

Sustainability principle

Sustainability

epsotech is increasingly committed to sustainable environmental protection and promotes resource-saving production methods. The use of electricity from renewable energy sources is a matter of course for us.

We know that all raw materials are only available in limited quantities and that we have a responsibility towards future generations. Therefore, we rely on our motto **"we care about plastics"** and our associated mission to become even more sustainable in the future:

- epsotech as an industry pioneer for recyclable and reusable material solutions.
- epsotech as the preferred partner of our customers for closed loop material flows.

In general, our products contribute to the conservation of resources through their durability and multiple uses. Plastics are durable, lightweight and thus CO₂-reducing - as well as recyclable.

At epsotech we are committed to the reduction of plastic waste and the ideal of the circular economy. We try to continuously increase our recycling rate and thus actively contribute to a more economical and sustainable environment.

Our objective is to continuously increase the rate of recycled and reprocessed materials. Therefore, we offer a comprehensive service to take back plastic products from our customers and the market. Preserving the environment should not only be the consumer's problem; our mission is to optimize sustainability for our customers with our innovative products.

Corporate values

Our corporate values can be broken down into the following key areas:

Together

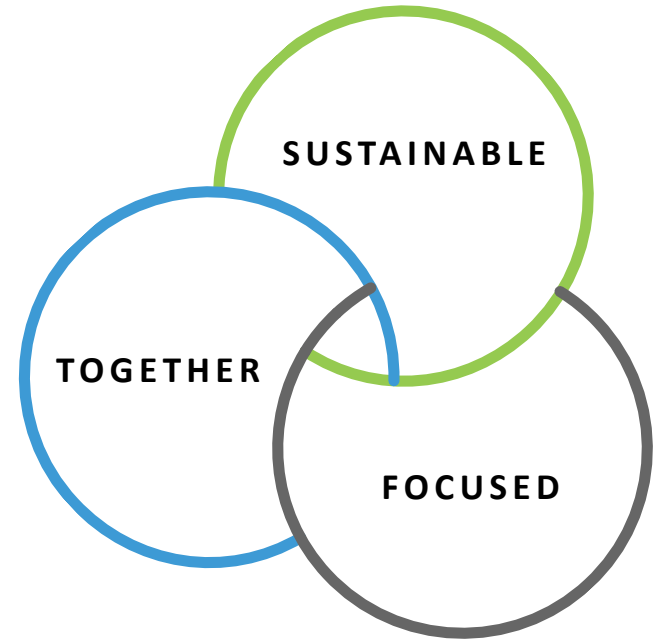
- “Be ONE Company”
- Networking between the production and administration areas is to be actively promoted
- We work together as a team, collegially and in a spirit of trust

Sustainable

- We live innovation and sustainability
- Promoting resource efficiency and climate protection
- Further development of our sustainable "Sea Plastic" product portfolio

Focused

- Keeping pace with or outperforming the competition in terms of growth and profitability
- Improving processes in each area





we care about plastics

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