



Code of Conduct

Preamble

The company Württembergische Allplastik GmbH acknowledges its global social responsibility. As part of its business activities, the company assumes responsibility toward itself, its customers and suppliers within the value chain, and the environment and society. This Code of Conduct is voluntary. All suppliers are expected to comply with its principles and rules.

1. General Principles

1. Basic Understanding

The company recognizes its social responsibility and is committed to fulfilling this responsibility in all of its business activities.

2. Compliance with Laws

The company undertakes to comply with all applicable laws and other relevant regulations in the countries in which it operates in all business activities and decisions. Business partners must be treated fairly. Contracts must be honored, taking into account changes in general conditions.

3. Orientation toward Generally Accepted Values and Principles

The company bases its actions on generally accepted ethical values and principles, particularly integrity, honesty, respect for human dignity, and non-discrimination.

2. Principles of Social and Societal Responsibility

1. Human Rights

The company respects and supports human rights, and it does not tolerate any form of discrimination or harassment based on gender, race, ethnicity, religion, sexual orientation, age, physical disability, or other personal characteristics. The dignity of every individual is inviolable.

2. Prohibition of Discrimination

Within the framework of applicable laws and regulations, the company rejects all forms of discrimination. This applies particularly to discrimination against employees based on race, ethnic origin, gender, religion, disability, age, or sexual identity.

3. Health and Safety Protection

The company ensures occupational health and safety in the workplace in accordance with national regulations. The company supports the continuous development and improvement of working conditions.

4. Working Conditions, Prohibition of Forced Labor and Child Labor

The company respects its employees' right to freedom of association and assembly, in accordance with applicable laws. Working hours and remuneration standards comply with legal requirements. Employees must be protected from physical punishment, as well as physical, sexual, psychological, and verbal harassment. Employee privacy is respected. Forced labor of any kind, as well as the use of child labor, is strictly prohibited in accordance with national and international regulations.



5. Environmental Protection

The company is committed to sustainably protecting the natural foundations of life for present and future generations. All laws and regulations enacted for environmental protection must be observed.

6. Communication

The company openly and dialogically communicates the requirements of this Code of Conduct and its implementation to employees, customers, suppliers, and other stakeholders.

3. Principles of Fair Competition

1. Prohibition of Corruption

The company rejects all forms of corruption and bribery. When dealing with business partners and government institutions, the company's interests and its employees' personal interests are strictly separated. Decisions are made without personal or irrelevant considerations. Offering or accepting personal benefits to gain an advantage in business transactions is not permitted. Gifts, payments, or invitations may only be given or accepted within the scope of customary business practices to promote fair business relationships.

2. Confidential Business Information

The company respects and safeguards the trade and business secrets of others. Unless permission has been granted, the information is publicly available, or a binding decision by an authority or court requires disclosure, confidential information and documents must not be disclosed to third parties or made accessible in any other way without authorization.

4. Scope. Implementation. and Suppliers

1. Implementation and Compliance

The company will make its employees aware of the contents of this Code of Conduct and the resulting obligations. Appropriate measures will be taken to ensure compliance with the Code of Conduct.

2. Suppliers

The company is required to communicate the principles of this Code of Conduct to its direct suppliers.

Place, Date

Signature

Aimee Lefnaer. Managing Director
Name, Position, Company Stamp