

Code of conduct

Söhner Kunststofftechnik GmbH

All our business activities must be based on applicable law. Violations of the applicable statutory laws will not be tolerated. For this reason, Söhner adheres to the international standard ISO 2600, published in Germany as DIN ISO 2600, as the guideline for Corporate Social Responsibility. This applies to both company management and to every individual employee. Söhner also expects compliance with the following requirements from all suppliers involved in the supply chain.

I. Human rights and working conditions

1. Human rights

Söhner and its suppliers support compliance with internationally recognized human rights.

2. Child labor and forced labor

Söhner and its suppliers reject any form of forced labor or child labor and ensure that private or public security forces are used exclusively for the protection of the company. No-one shall be subjected to torture or to inhuman and degrading treatment or punishment.

3. Discrimination

Söhner and its suppliers undertake to refrain from any sort of discrimination. Discrimination on the grounds of age, disability, race, ethnic origin, religion, skin colour, gender, sexual identity, civil status or other employee conditions must not be tolerated. Sexual harassment and abuse as well as aggressive remarks to another person are not tolerated.

4. Leadership sustainability

Managers respect the personality and dignity of all employees and act as mediators in conflict situations. All employees, especially managers, are conscious that they represent the company externally through their behavior.

5. Health, work and environmental protection

Söhner and its suppliers guarantee compliance with all applicable health, work and environmentally relevant guidelines. In addition, Söhner is committed to the sustainable and responsible use of natural resources as well as to avoiding and reducing environmental pollution

such as greenhouse gas emissions, energy and water consumption and waste. This includes, in particular, by reusing and recycling raw materials. In order to protect the environment, Söhner is focusing on expanding its use of renewable energies alongside efficient energy management, and is striving to improve air, water and soil quality and to reduce noise emissions. Attention is also paid to animal welfare, biodiversity, land use and deforestation. Söhner and its suppliers do not violate legitimate land, forest and water rights – forced evictions must be avoided. Söhner also ensures that chemicals and other substances that are harmful to the environment and health are handled carefully and conscientiously. Söhner has appointed an environmental protection officer and a safety officer to implement the relevant measures and regulations. Employees also receive regular training in these areas.

6. Working time and remuneration

Söhner undertakes to observe the statutory regulations and provisions with regard to working time and remuneration.

7. Freedom of association and collective bargaining

Söhner respects the right of its employees to organize themselves, to join associations or to enter into collective bargaining.

II. Financial responsibility

At Söhner essential business processes are properly documented and the relevant financial information gathered to faithfully and fully report on business operations.

Employees who, as part of their activities, collect or transfer accounting or financial data, calculate and transfer financial indicators or manage and prepare other types of information, must ensure that these data, indicators and information are correct, reliable and honest.

III. Publishing information

Söhner employees who, as part of their duties, communicate with company stakeholders on financial and non-financial information, are obliged to act openly and in accordance with the applicable laws and regulations.

IV. Confidentiality, company property and data protection

Operational and business secrets as well as confidential information are to be kept confidential throughout the duration of the employment relationship as well as after it has ended. Employees are obliged to handle company property carefully. The company's internal equipment and materials must be exclusively used for business purposes. Regarding personal data, privacy must be protected and data security must be ensured. Söhner has appointed a data protection officer who ensures compliance with data protection regulations.

V. Prohibition of corruption

Any type of corruption, embezzlement and misappropriation is forbidden. Suppliers and services providers will be selected on the basis of objective criteria. It is forbidden to unlawfully influence others in business dealings by exchanging gifts or granting or offering other advantages.

VI. Compliance with antitrust law

Söhner observes the applicable antitrust and trade laws as well as laws on the formation of prices.

VII. Conflicts of interest

The business activities and decisions of employees must serve Söhner's best interests and should not be influenced by personal interests and dealings with suppliers, customers,

competitors, other employees or persons connected to the employee.

VIII. Intellectual property

Intellectual property is recognized as: Patents, brands, copyright, designs, models, samples and business information such as expert knowledge or information that is shared by customers and suppliers. All Söhner employees and suppliers must ensure that Söhner's intellectual property is protected from seizure by unauthorized employees and third parties.

IX. Export controls and economic sanctions

Governments and international organizations can impose temporary restrictions such as import and export controls, embargoes or economic sanctions that affect certain business transactions, and in which certain countries, regions, organizations or individuals are involved. Söhner respects international legislation and does not conduct transactions or business with goods or technology that are affected by restrictions.

X. Counterfeit parts

Söhner is obliged to its suppliers to develop, implement and uphold effective methods and processes to detect and minimize the risk of introducing counterfeit parts and materials into its supply chain. If these are detected suppliers are expected to put effective procedures in place to quarantine the product and notify recipients about counterfeit products.

XI. Whistleblowing and reprisals

Employees who believe that there has been a violation of one of the above-mentioned undertakings should report this to company management. Söhner would like to assure all employees who report a violation or who are working on the investigation of a violation reported by someone else that they will be protected from negative or repressive repercussions within the company. There will be no reprisals.

Schwaigern, March 2024