

# CODE OF CONDUCT FOR SUPPLIERS

AS OF: APRIL 2024

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## Introduction

The international, family-run Storopack company is a globally leading system supplier, service provider for flexible, tailored protective packaging, and expert in technical molded parts. For more than 60 years, we've been working closely with our customers to optimally develop their protective packaging in line with all of their requirements.

With our comprehensive service, individual consulting, and our technical know-how, we always achieve the ideal results. Assuming and actively shaping economic and social responsibility is at the heart of everything we do.

Company-wide standards and values ensure successful collaboration with customers, partners, and employees. We define what Storopack represents in our guiding principles, which were developed throughout the company.

Values and standards are key to a company's success, providing guidance on how to interact with employees, customers, and business partners and thus creating the foundation for exceptional collaboration. As a global, family-run company, we are aware of our social and economic responsibility, which we actively help shape.

In a global, company-wide process, we have together developed our guiding principles in the Storopack Vision & Guidelines, which form the foundation of our activities and define what Storopack as a company, employer, and business partner represents.

Good suppliers that are crucial to our core business areas and that are considered to be trustworthy can thus become strategic partners, a key component of our success: We are interested in long-lasting, reliable business relationships with our suppliers. We rely on our suppliers and accordingly expect quality, punctuality and reliability. Joint innovations and developments that benefit both sides wouldn't be possible without good supplier relationships. The value for money that our suppliers offer must bear a reasonable relationship to our long-term requirements for quality and service.

## Scope of Application

In line with the corporate responsibility strategy pursued by Storopack, the company also expects its suppliers (i.e., all contracting parties that supply Storopack with goods, materials or services) and their employees to act responsibly and observe the basic principles outlined in this Storopack Supplier Code of Conduct. If the suppliers commission third parties (e.g., subcontractors or representatives) in their business dealings with Storopack, Storopack also expects these third parties to observe the basic principles laid down in this Storopack Supplier Code of Conduct.

Suppliers are expected to present proof of their compliance with this Supplier Code of Conduct whenever it is requested by Storopack.

It is the duty of suppliers to communicate openly with Storopack on any CSR-related issues which may arise in the course of the business relationship between the two companies, including any issues which are not covered in this Code of Conduct.

Storopack reserves the right to send experts to inspect the business premises of its suppliers for compliance with the requirements listed below on a case-by-case basis. Advance warning will be given of such inspection, which will take place during normal business hours in the presence of representatives of the business partner and in compliance with the applicable law, particularly with data protection laws.

## 1. Corporate Responsibility

Corporate responsibility involves a duty to comply with all rules and applicable laws. The Supplier will observe the following basic principles, in particular:

### **Human Rights**

The Supplier will respect and adhere to the regulations in force worldwide to protect fundamental human rights and freedoms. Beyond this, Storopack suppliers respect the rights set out in the Universal Declaration of Human Rights and in the eight fundamental conventions of the International Labour Organisations.

### **No Child Labor or Forced Labor**

The Supplier will refrain from involvement in any kind of forced or child labor which violates international, regional and national laws. Beyond complying with national laws related to both child and forced labor, the Supplier will comply with the provisions of ILO Conventions 138 and 182 concerning the legal minimum age for the employment of children and ILO Convention 29 concerning forced labor.

### **Equal Opportunity and Non-discrimination**

The supplier will not discriminate against its employees or other stakeholders on the grounds of ethnic, national, or social origin, race, sex, gender, religious views, age, disability, sexual orientation, gender identity, or political views insofar as they are based on democratic principles and tolerance toward those of a different opinion, or any other legally protected characteristics unless the law requires otherwise.

The Supplier will not tolerate any forms of discrimination or harassment in hiring and employment practices at any of its locations and will facilitate a working environment where employees feel empowered to report any cases of discrimination or harassment they suspect have occurred.

### **Freedom of Association**

The Supplier recognizes the basic right of all employees to form and join trade unions and other employee representative bodies, and that this right also includes the right to bargain collectively. In jurisdictions where this right is restricted by local laws, the Supplier will support its employees if they wish to pursue alternative legitimate options for employee representation.

### **Use of Private or Public Security Forces**

If the Supplier hires or uses private or public security forces for protection, it will provide sufficient instruction and oversight to avoid inappropriate use of force, violation of human rights and the impairment of workers' freedom of association.

### **Occupational Safety and Health**

The Supplier will comply with the relevant laws and regulations on occupational safety and health in all settings where its employees work. The Supplier will also conduct regular assessments of its health and safety management system to ensure consistency in the system and shall strive continuously to improve the health and safety of its employees.

### **Working Conditions**

The Supplier will support the further development and improvement of working conditions at its locations. At the very least, working hours correspond to the respective national legal standards or the minimum standards of the respective national economic sectors.

### **Minimum Wage**

The Supplier will ensure that its employees receive commensurate remuneration for their work which corresponds, at the very least, to the legally required minimum. Where legal or collective bargaining agreements do not exist, the Supplier is encouraged to pay its employees' wages and benefits based on industry standards in its respective jurisdiction and to ensure that these wages and benefits are enough to meet the relevant standard of living for the employees and their families.

### **Consultants and Agents**

The Supplier will comply with relevant laws and regulations when employing consultants or agents. It will ensure that the consultants or agents are remunerated fairly for the consulting and agency services rendered.

## **2. Environmental and Climate Protection**

Storopack wants to make a significant contribution to environmental and climate protection and has thus adopted a Group-wide climate strategy. Storopack expects its suppliers to observe the following basic principles, in particular:

### **Compliance with Legal Provisions**

The Supplier will take responsibility for the environmental impact of its operations and comply with all applicable legislation relating to the environment and sustainability. It will observe, in particular, regulations regarding water quality, reduced water consumption and air quality, and will ensure responsible chemical management. The Supplier is encouraged to align its operations and sustainability efforts with internationally recognized standards provided by supranational bodies like the European Union.

### **Increasing Energy and Resource Efficiency**

Storopack suppliers will use natural resources responsibly and minimize environmental pollution in their production processes and products. In particular, they strive to reduce their energy consumption and GHG (greenhouse gas) emissions and adopt a decarbonization strategy. Suppliers will track and report on their GHG emissions in line with legal requirements.

Storopack expects its suppliers to use renewable energies wherever possible.

### **Reuse and Recycling**

Suppliers will implement procedures to ensure that they reuse/recycle/repurpose materials and products to minimize both office and production waste.

### **Water Management**

The Supplier shall ensure adequate management of water and wastewater, making efforts progressively to reduce water consumption. The Supplier shall also ensure that any wastewater released into the environment is undergoes proper treatment prior to such release.

### **Land, Forest and Water Rights and Forced Eviction**

The Supplier will prevent any forced eviction and deprivation of land, forests, and water from local populations, which its operations might cause.

### **Biodiversity, land use and deforestation**

The supplier commits to actively engage within their sphere of influence to safeguard ecosystems and biodiversity, ensuring the preservation of flora and fauna and preventing irreparable damage to natural habitats. This includes implementing necessary measures to prevent soil contamination and erosion that may arise as a result of its operations.

### **Noise Emissions**

The Supplier will implement measures to reduce noise emissions and ensure compliance with applicable noise limits.

### **Animal Welfare**

Where applicable, the Supplier is expected to adopt standards and best practices to comply with all legal regulations concerning animal welfare across the entire supply chain. Furthermore, the Supplier will implement industry-best policies and practices regarding the ethical treatment of animals.

### **Implementation and Application of Environmental Management Systems**

The Supplier will continuously improve its environmental performance and implement a suitable environmental management system which is either certified or meets standards similar to ISO 14001 or EMAS.

## **Product Safety**

The Supplier will comply with all applicable legal product safety regulations and requirements, particularly legal requirements pertaining to the safety, labeling, and packaging of products as well as the use of dangerous substances and materials.

## **3. Transparent Business Relationships**

Openness and transparency are key to credibility and trust in business practice. Storopack is a fair and responsible market participant and adheres to its contractual obligations. Storopack expects suppliers to observe the following basic principles, in particular:

### **Business Information**

Storopack suppliers will publish business information and report on their business activities truthfully and in line with applicable laws.

### **Avoiding Conflicts of Interest**

The Supplier will make decisions based solely on objective criteria and its employees will refrain from becoming involved in situations that present conflicts of interest.

### **Prohibition of Corruption and Bribery**

The Supplier will avoid and not tolerate corruption or bribery. It will ensure that its employees, subcontractors, and affiliates do not grant, offer, or accept any bribes, kickbacks, inadmissible donations, or other inadmissible payments or benefits to or from customers, officials, or other third parties. This prohibition also applies to so-called facilitation payments (e.g., illegal payments to accelerate routine administration matters).

### **Money Laundering**

Storopack suppliers only conduct business relationships with business partners with demonstrated integrity. They ensure that the applicable legal provisions regarding money laundering are not breached.

### **Prohibition of Anti-Competitive Behaviour**

The Supplier will comply with applicable laws and regulations on anti-competitive (anti-trust) behaviour. The Supplier and its employees will avoid any behaviour which is anti-competitive, including, but not limited to, price-fixing, product dumping, refusal to deal, dividing territories, and protectionism. In particular, the Supplier will not enter into any anti-competitive agreements with competitors, suppliers, or customers. If a Supplier is in a dominant position in a particular market, it will not abuse its position.

### **Gifts, Hospitality, and Invitations**

The Supplier will not offer Storopack employees or third parties any inappropriate benefits either directly or indirectly in the form of gifts, hospitality, or invitations to unduly influence them. The Supplier will also refrain from accepting gifts, hospitality or invitations given to unduly influence it.



### **Whistleblowing procedure and retaliation protection**

The Supplier will establish a transparent and comprehensible policy and procedure for reporting workplace concerns (i.e. a whistleblowing mechanism). This policy and procedure must ensure protection from retaliation for both whistleblowers and individuals involved in related investigations.

### **States as Customers and Dealing with Authorities**

The Supplier will comply strictly with applicable laws and regulations when dealing with governments, public authorities, and public institutions. When taking part in a public solicitation for bids, the Supplier will observe legal regulations and the rules of free and fair competition.

### **Export Control**

Storopack suppliers make sure that they comply with all applicable laws for importing and exporting goods, services, and information.

### **Implementation of standards along the supply chain**

Suppliers will identify and monitor risks within their supply chain and implement corrective actions to mitigate them. Suppliers shall ensure that the sustainability standards outlined in this Code of Conduct, or similar, also apply to their own suppliers.

## **4. Protection of Data, Business Secrets, and Company Assets**

Confidential data, business secrets, and company assets have to be protected. Storopack expects suppliers to observe the following basic principles, in particular:

### **Data Protection**

The Supplier will observe all laws and regulations applicable to the protection of the personal data of employees, customers, suppliers, and other relevant parties. The respect for information security will extend throughout the Supplier's operations and pertains to information in digital, analogue, physical and other formats.

### **Protection of Know-How, Patents, and Trade and Business Secrets**

The Supplier will respect the know-how, patents, and trade and business secrets of Storopack and third parties and will not pass on such information to third parties without the express prior written consent of Storopack or in a way that is otherwise unlawful.

## 5. Legal Consequences of Violating the Storopack Supplier Code of Conduct

If the Supplier does not observe the basic principles laid down in this Code of Conduct, Storopack is entitled to partially or totally terminate the business relationship with it. In the event of such termination, Storopack will not incur any liabilities as a consequence thereof. It is also within the discretion of Storopack to forgo partial or total termination of its business relationship with the Supplier and, instead, take alternative measures if the Supplier provides credible assurance of its ability and efforts immediately to initiate countermeasures to prevent comparable violations from occurring in future.

## 6. Contractual Agreement

By signing this Code of Conduct, the Supplier agrees to adhere to all the above obligations. The Supplier is also aware that the obligations set out in this document are additional to any obligations and requirements included in the supplier contract between Storopack and the Supplier.

<b>Company Name:</b>	
<b>Name:</b>	
<b>Job Title:</b>	
<b>Company Stamp and Signature:</b>	<b>Date:</b>
<p><i>I hereby confirm that I have read and understood the obligations and requirements set forth in this Supplier Code of Conduct. I also confirm that I am authorized to sign this Code of Conduct on behalf of the Supplier.</i></p>	

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