

WIDNAU 25.05.2023

CODE OF CONDUCT PLASTON-SUPPLIERS

Code of Conduct for PLASTON-Suppliers

Status: May 2023

This PLASTON Code of Conduct describes and defines the basic requirements PLASTON sets for its suppliers of goods and services with regard to the treatment of people and the environment.

PLASTON reserves the right to modify the requirements of this Code of Conduct to a reasonable extent due to changes in PLASTON's compliance program. In such a case, PLASTON expects its suppliers to accept these reasonable changes.

In particular, all those involved in purchasing should behave responsibly towards their own companies, customers and suppliers, as well as towards the environment and society. The actions of the companies and their employees are based on integrity and fairness. The ethical guidelines set out in this Code of Conduct are based primarily on the principles of the UN Global Compact, the UN Declaration of Universal Human and Children Rights, and the OECD Guidelines for International Business.

Suppliers hereby declare that they will comply with the following:

Applicable law

- Suppliers must act in accordance with relevant applicable law in all business transactions and decisions in the countries in which they operate. Business partners must be treated fairly.

Corruption/Antitrust/Bribery

- Corruption: When dealing with business partners (customers, suppliers) as well as government institutions, the interests of the company and the personal interests of employees on both sides must be strictly separated. Actions and (purchasing) decisions must not be influenced by considerations that are not relevant and personal interests. Applicable criminal law relating to corruption and bribery must be followed at all times. This provision is binding and must be complied with in all cases.
- Dealing with competitors (antitrust law): Suppliers must always ensure fair competition. Consequently, they must comply with all applicable laws that protect and promote competition. This applies in particular to current antitrust law as well as other laws regulating competition.

Human Rights

- Suppliers must respect internationally recognized human rights and support their observance. This also includes the rejection of forced labor.

Child labor

- In particular, suppliers must pledge not to employ anyone who is not at least demonstrably 15 years old.

Discrimination

- Suppliers must prevent any form of discrimination within the framework of the relevant laws. This applies in particular to discrimination against employees on the basis of their gender, race, disabilities, ethnic or cultural identity, religion or world view, as well as age and sexual orientation.

Working conditions

- Suppliers must compensate all of their employees in accordance with collective bargaining agreements as established under applicable law – this includes minimum wages, overtime and statutory benefits. Suppliers must also respect the right of their employees to join associations and unions, to serve as employee representatives and to join the work council in accordance with applicable law.

Occupational safety and health

- Suppliers must comply with the occupational health and safety regulations in force in the respective country. They must also support the continuous improvement of the working environment.

Combating counterfeit products

- PLASTON expects its suppliers to inform the company immediately if they receive offers to purchase counterfeit, illegally re-imported or stolen products or if suppliers become aware of such products in any other way.

Environmental protection

- Suppliers must comply with applicable legal requirements and international standards on environmental protection. Environmental impacts must be kept as low as possible and environmental protection continuously improved.

Management systems

- Suppliers are advised to implement a management system. The scope should be such that the system adequately reflects the contents of this Code of Conduct. The system should also support a continuous improvement process.



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Supply chain

- We expect our suppliers and contractors – also on behalf of their subsidiaries – to demonstrate commitment and dedication to comply with this Code at the global and/or local level and, in turn, to demand the same from their own suppliers.

We hereby acknowledge receipt of the "Code of Conduct for PLASTON-Suppliers" in the version dated May 2023 and agree to comply with its basic provisions.

Place, date

Signature

Name (in block capitals)

Position, company stamp