



SCHOELLER PLAST **CODE OF CONDUCT**

This Code of Conduct contains general principles for ethical and responsible trade with Schoeller Plast. Schoeller Plast's employees and partners are expected to comply with the following.

OVERALL ATTITUDES AND VALUES

At Schoeller Plast, we have long been committed to the environment, quality, and social responsibility, which is why we also believe that we have an obligation to be proactive in showing responsibility for our company and our surroundings. It is increasingly expected that we as a supplier are in close dialogue with our subcontractors and thereby ensure that they show similar social responsibility.

As part of our work with increased social responsibility, Schoeller Plast has been included in the UN Global Compact in October 2020. As a member of the UN Global Compact, we are committed to meet the 10 principles in the areas of human rights, labour rights, the environment and anti-corruption.

Based on the above, we also expect our suppliers to support our work with responsible corporate governance including UN Global Compacts 10 principles and guidelines.

BASIC PRINCIPLES



HUMAN RIGHTS

- We do not accept child labour, and when hiring young workers, they are not allowed to do dangerous or night work.
- We do not accept discrimination based on age, gender, religion, skin colour or race, language, disability, national or social background. Recruitments may be justified solely by the person's ability and possibilities to perform within the function in question.



LABOUR STANDARDS

- Responsibility is taken by ensuring that employees have a healthy and safe workplace.
- The right to a level playing field must be respected, and the legislation and conditions of employment in force must always be followed.
- Privacy and the Danish Data Protection Act must be respected and complied with.



ENVIRONMENT

- Work is continuously done to minimize waste and limit resource consumption.
- Efforts are being made to reduce the environmental impact of activities according to applicable environmental requirements.
- Proactive work is being done to promote greater environmental responsibility.



ANTI-CORRUPTION

- We do not tolerate any form of corruption and want to maintain accountability and integrity in all the company's relationships.
- There is neither any involvement in nor contribution to any form of corruption, extortion, bribery or complicity in cartels and conflicts of interest, and we refrain from engaging in any improper influence on public servants, judges, or business associates.

LEGAL CONSEQUENCES OF VIOLATION OF THE SCHOELLER PLAST CODE OF CONDUCT

If a supplier or business partner does not comply with the basic principles of this Code of Conduct, Schoeller Plast has the right to terminate the business relationship.

For further Information

Further information about our work on social responsibility can be found at www.schoeller-plast.dk/miljøpolitik, as well as in our annual Communication on Progress report, which can be downloaded at www.schoeller-plast.dk/downloads/?lang=en. For more information on the UN Global Compact and its 10 principles, www.unglobalcompact.org/what-is-gc/mission/principles.

**I HAVE READ, UNDERSTOOD AND ACCEPTED
THE CONTENTS IN THIS CODE OF CONDUCT**

(Complete in capital letters)

Date

Name

Company

Email

Signature

SCHOELLER-PLAST-ENTERPRISE A/S - Contact person

This Code of Conduct must be returned to
Schoeller Plast in signed condition.