



Principles for Responsible Supply Chain Management

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This document outlines the Gerresheimer Principles for Responsible Supply Chain Management (the “Principles”) for ethics, labor, health and safety, environment and related management systems.

Gerresheimer as a responsible corporate citizen believes that society and business are best served by responsible business behaviors and practices. Fundamental to this belief is the understanding that a business must, at a minimum, operate in full compliance with all applicable laws, rules and regulations.

Gerresheimer is aware of differences in culture and the challenges associated with interpreting and applying these Principles globally. While Gerresheimer believes that what is expected is universal, it is understood that the methods for meeting these expectations may be different and must be consistent with the laws, values and cultural expectations of the different societies of the world.

Gerresheimer believes the Principles are best implemented through a continual improvement approach that advances supplier performance over time.

Ethics



Suppliers shall conduct their business in an ethical manner and act with integrity. The ethics elements include:

1. Business Integrity and Fair Competition

All corruption, extortion and embezzlement are prohibited. Suppliers shall not pay or accept bribes or participate in other illegal inducements in business or government relationships. Suppliers shall conduct their business consistent with fair and vigorous competition and in compliance with all applicable anti-trust laws. Suppliers shall employ fair business practices including accurate and truthful advertising.

2. Identification of Concerns

All workers should be encouraged to report concerns or illegal activities in the workplace without threat of reprisal, intimidation or harassment. Suppliers shall investigate and take corrective action if needed.

3. Privacy

Suppliers shall safeguard and make only proper use of confidential information to ensure that company, worker and customer privacy rights are protected.

4. Sourcing of minerals

Whenever Gerresheimer sources for production minerals like tin, tungsten, coltan or gold (so called “conflict minerals”) or their derivatives all the respective suppliers have to prove certified proper sourcing of these minerals.

Labor



Suppliers shall be committed to uphold the human rights of workers and to treat them with dignity and respect. The Labor elements include:

- 1. **Freely Chosen Employment**
- 2. **Child Labor and Young Workers**
- 3. **Non-Discrimination**
- 4. **Fair Treatment**
- 5. **Wages, Benefits and Working Hours**
- 6. **Freedom of Association**

Suppliers shall not use forced, bonded or indentured labor or involuntary prison labor.

Suppliers shall not use child labor. The employment of young workers below the age of 18 shall only occur in non hazardous work and when young workers are above a country's legal age for employment.

Suppliers shall provide a workplace free of harassment and discrimination.

Suppliers shall provide a workplace free of harsh and inhumane treatment.

Suppliers shall pay workers according to applicable wage laws.

Open communication and direct engagement with workers to resolve workplace and compensation issues is encouraged. Suppliers shall respect the rights of workers, as set forth in local laws. Workers shall be able to communicate openly with management regarding working conditions without threat of reprisal, intimidation or harassment.

Health and Safety



Suppliers shall provide a safe and healthy working environment, including for any company-provided living quarters. The Health and Safety elements include:

- 1. **Worker Protection**
- 2. **Process Safety**
- 3. **Emergency Preparedness and Response**
- 4. **Hazard Information**

Suppliers shall protect workers from overexposure to chemical, biological and physical hazards, as well as excessive physically demanding tasks in the work place and in any company-provided living quarters.

Suppliers shall have programs in place to prevent or mitigate catastrophic releases of chemicals.

Suppliers shall identify and assess emergency situations in the workplace and any company-provided living quarters, and to minimize their impact by implementing emergency plans and response procedures.

Safety information relating to hazardous materials shall be available to educate, train, and protect workers from hazards.

Environment



Suppliers shall operate in an environmentally responsible and efficient manner to minimize adverse impacts on the environment. Suppliers are encouraged to conserve natural resources, to avoid the use of hazardous materials where possible and to engage in activities that reuse and recycle. The environmental elements include:

- 1. **Environmental Authorizations** Suppliers shall comply with all applicable environmental regulations. All required environmental permits, licenses, information registrations and restrictions shall be obtained and their operational and reporting requirements followed.
- 2. **Waste and Emissions** Suppliers shall have systems in place to ensure the safe handling, movement, storage, recycling, reuse, or management of waste, air emissions and wastewater discharges.
- 3. **Spills and Releases** Suppliers shall have systems in place to prevent and mitigate accidental spills and releases to the environment, as well as contingent procedures to address unintended consequences of system failures.

Management Systems



Suppliers shall use management systems to facilitate continual improvement and compliance with the expectations of these principles. The management system elements include:

- 1. **Commitment and Accountability** Suppliers shall demonstrate commitment to the concepts described in this document.
- 2. **Legal and Customer Requirements** Suppliers shall identify and comply with applicable laws, regulations, standards and relevant customer requirements.
- 3. **Risk Management** Suppliers shall have mechanisms to determine and manage risks in all areas addressed by this document.
- 4. **Documentation** Suppliers shall maintain documentation necessary to demonstrate conformance with these expectations and compliance with applicable regulations.
- 5. **Training and Competency** Suppliers shall have a training program that achieves an appropriate level of knowledge, skills and abilities in management and workers to address these expectations.
- 6. **Improvement** Suppliers are expected to implement necessary corrective actions for deficiencies identified by internal or external assessments, inspections, and management reviews.

Gerresheimer Management System and Supplier Review

The Principles for Responsible Supply Chain Management are an integral part of the Gerresheimer Management System (GMS). As minimum requirements the GMS (Chapter C Material Systems) defines for all Gerresheimer plants and affiliates the following procedure:

- A review of all material suppliers with sourced products which are directly involved in the value adding process at Gerresheimer
- Supplier must accept by signing the Gerresheimer principles for responsible supply chain management for supplier qualification
- Usage of a questionnaire based on the principles for responsible supply chain management for supplier evaluation
- A supplier's contract shall be terminated immediately when it is determined that a supplier willingly commits, practices or condones (i.e., internally or through use of subcontractors) one or more of the following:
 - Knowingly falsifies information requested by procurement.
 - Uses forced, bonded, indentured or involuntary prison labor.
 - Uses child labor (under 15 years old).
 - Treats workers inhumanely and condones sexual abuse, corporal punishment, and physical coercion of workers.
 - Knowing promotes corruption, extortion, embezzlement, bribery, or any felonious criminal activity.
 - Deliberately and repeatedly commits egregious environmental and safety violations that endanger workers and the community.

Further information

Gerresheimer Principles for Responsible Supply Chain Management

<https://www.gerresheimer.com/en/sustainability/downloads>

Gerresheimer Corporate Responsibility

<https://www.gerresheimer.com/en/sustainability/downloads>

Non-Financial Report

In the current Non-Financial Report you find more information on employees, environment, sustainability, compliance, procurement and much more

<https://www.gerresheimer.com/en/sustainability/downloads>

Carbon Disclosure Project

Information on the achievements of Gerresheimer in the Carbon Disclosure Project is available online at:

<https://www.gerresheimer.com/en/sustainability/sustainability-strategy/external-assessments>

General information on the Carbon Disclosure Project is available here: <https://www.cdp.net>