

Our sustainability requirements for suppliers

Even though we are not obliged to do so under the Supply Chain Due Diligence Act (LkSG) due to our company size, sustainability requirements are just as important to us. Among other things, we want to ensure that we work with suppliers who are in line with our values and goals in terms of social responsibility and sustainability. For this reason, we require all our suppliers to comply with the following requirements:

1. Child labor and young workers:
 - Prohibition of child labor in accordance with international and national laws.
 - Ensuring adequate working conditions and educational opportunities for young workers.
2. Wages and social benefits:
 - Payment of fair and living wages that comply with local legal requirements and industry standards.
 - Provision of adequate social benefits such as health insurance and retirement plans.
3. Working hours:
 - Compliance with legal regulations regarding working hours, including maximum daily and weekly working hours.
 - Ensuring adequate rest periods and vacation time.
4. Zero tolerance for modern slavery, human trafficking, or forced labor throughout the supply chain.
5. Freedom of association, including collective bargaining:
 - Respect for employees' right to join trade unions and engage in collective bargaining.
 - No discrimination or disadvantage against employees based on their union membership.
6. Occupational health and safety, harassment, and discrimination:
 - Ensuring safe and healthy working conditions in accordance with applicable occupational health and safety regulations.
 - Protection against harassment, discrimination, and bullying in the workplace.
7. Zero tolerance for corruption, extortion, and bribery in all business activities.
8. Privacy and data protection:
 - Protection of employees' and other affected individuals' privacy and personal data.
 - Compliance with relevant data protection laws and regulations.
9. Fair competition and antitrust:
 - Compliance with applicable competition laws and regulations.
 - No participation in anticompetitive agreements or practices.

10. Conflicts of interest, whistleblowing, and protection against retaliation:

- Disclosure and avoidance of conflicts of interest in business decisions.
- Establishment of channels for whistleblowers to report violations and protection against retaliation.

11. Environmental aspects:

- Reduction of greenhouse gas emissions and promotion of climate protection measures.
- Promotion of energy efficiency and the use of renewable energies.
- Protection of water quality and efficient water consumption.
- Measures to improve air quality.
- Sustainable resource management and waste reduction.
- Responsible chemicals management.

12. Sustainability requirements for own suppliers and subcontractors:

- Communicating and implementing CSR or sustainability requirements to all own suppliers and subcontractors.
- Monitoring and evaluating suppliers' performance regarding sustainability aspects.

These requirements are intended to ensure that our suppliers adhere to our high standards of social responsibility and sustainability.

It is very important to us that, in the event of non-compliance or violation of one or more of the requirements, our suppliers take the necessary corrective steps to improve the situation and comply with the requirements within a reasonable time. In the event of non-performance or violations without making an effort to take appropriate corrective steps, we reserve the right not to start or terminate the cooperation with a supplier.

Rothenburg ob der Tauber, 01.08.2023

A handwritten signature in blue ink, appearing to read "A. Neutzler".

Andre Neutzler
Managing Director
ebalta Kunststoff GmbH