

Preamble

Bauer Thermoforming GmbH & Co. KG operates in various markets and faces diverse challenges. Our business actions are based on principles of integrity and compliance with laws, guided by globally recognized standards such as the ten principles of the United Nations Global Compact Initiative (www.globalcompact.org). We expect our business partners to comply with all relevant laws, regulations, and generally accepted standards, as well as the requirements of our Code of Conduct.

Bauer Thermoforming GmbH & Co. KG continuously aims to optimize its business activities, products, and services in line with sustainability. Therefore, we call on our business partners to actively contribute to holistic improvement. Our Code of Conduct for Business Partners serves as a fundamental document where we establish the minimum requirements for our business partners to responsibly source materials in accordance with established corporate principles.

To ensure that our business partners understand and implement these standards, Bauer Thermoforming GmbH & Co. KG and the business partner agree to the application of the following regulations as part of a common Code of Conduct. This forms the basis for all future business relationships. Both parties commit to fulfilling the principles and requirements of the Code of Conduct. Additionally, we expect the business partner to contractually obligate their subcontractors to comply with the standards and regulations outlined in this Code of Conduct.

We appreciate your support and look forward to a collaborative partnership in alignment with our shared values and commitments.



Bauer Thermoforming GmbH & Co. KG

Geschäftsleitung

I. General Provisions

1. Scope:

This Code of Conduct applies to all branches and production facilities of the company.

2. Laws, Standards, and Ethical Behavior:

The company adheres to applicable laws and norms in the countries where it operates, guided by universal ethical values and principles, particularly integrity, righteousness, and human dignity.

3. Business Partners, Authorities, and Consumers:

The company practices fairness and honesty in accordance with generally accepted business practices. Trustworthy relationships are maintained with authorities, and consumer protection standards are observed.

4. Trade Secrets:

The company treats the trade secrets of business partners and its personnel as confidential. Disclosure of confidential information to third parties or public disclosure is prohibited, even after the termination of employment.

II. Cartel and Competition Law Requirements

1. Antitrust Law

The company commits to fair competition, complying with competition laws, especially antitrust laws, and other regulations governing competition. Prohibited are agreements on prices, conditions, or sales territories, as well as the abuse of market power, contrary to the principles of Bauer Thermoforming GmbH & Co. KG.

2. Bribery, Corruption, and Extortion

The company rejects bribery and corruption, and does not tolerate such behaviors. Employees must ensure that no personal dependencies or obligations arise with customers or suppliers. Company personnel must not accept or offer gifts that could reasonably be assumed to influence business decisions. In cases where gift-giving is customary in a country, it should not create binding dependencies and must comply with local laws. Violations are subject to employment-related measures.

III. Global Guidelines

1. Human Rights

Internationally recognized human rights are explicitly and consistently supported. Even in disciplinary measures, all company personnel must be treated with dignity and respect, in line with applicable national and international norms and internationally recognized human rights.

2. Child Labor

The organization vehemently rejects child labor and any form of exploitation of children and adolescents. The commitment extends beyond compliance with national laws to include international standards, ensuring the respect and protection of children's rights. Clear guidelines, training, and regular reviews ensure that the company actively contributes to protecting the rights and well-being of children and adolescents.

3. Forced Labor

Any form of forced labor, debt bondage, serfdom, or slavery, as well as similar conditions, is rejected. Company personnel must not be forced into employment directly or indirectly through violence or intimidation.

4. Compensation

All employees should receive a fair wage sufficient to cover basic needs for full-time employment. Payment should be made in a practical manner (cash, check, bank transfer), and a wage statement should be provided adequately.

5. Working Hours

Working hours comply with applicable national law, industry standards, or relevant ILO conventions. Overtime must be voluntary.

6. Health and Occupational Safety

National and international regulations for ensuring health and safety in the workplace are adhered to. Appropriate systems should be established to avoid risks to health and safety. The company commits to creating safe working conditions, identifying, assessing, and taking suitable measures to minimize potential workplace risks. This includes providing adequate personal protective equipment, ensuring efficient ventilation, and implementing emergency plans. The company values comprehensive employee awareness of potential workplace hazards. Regular training promotes safety awareness and proper use of protective equipment. Awareness of breaks and rest periods is equally important. To ensure the highest safety standards, the company conducts regular training sessions, including the inspection of machinery, equipment, and work environments, ensuring compliance with all legal requirements.

Compliance with occupational safety guidelines is not only a legal obligation but also an expression of our corporate responsibility. A safe workplace not only promotes the physical and mental health of our employees but also enhances productivity and strengthens our corporate image. The inclusion of these principles in our Code of Conduct emphasizes our commitment to the safety and well-being of our employees as a top priority.

7. Environmental Protection

The company adheres to the goals of sustainable environmental protection, striving for environmentally friendly production methods. In line with the principles of the United Nations Rio Declaration, the company responsibly manages natural resources.

IV. Ethical and Social Principles

1. Non-Discrimination

The company unequivocally condemns and rejects any form of discrimination in hiring or employment. Equal opportunity is promoted, and all forms of discrimination based on race, ethnicity, national origin, color, gender, mental or physical disability, age, creed, membership in a workers' organization, or other personal characteristics are prevented.

Our commitment to equality and non-discrimination focuses on promoting women's rights. We actively work to create an inclusive and diverse work environment where women receive equal opportunities, recognition, and development possibilities. In this context, concrete measures are taken to ensure equal treatment of women in the company:

We ensure that all recruitment and selection processes are free from gender-specific or general discrimination. Our selection criteria are based solely on qualifications, skills, and experience.

We actively promote and support women in leadership positions, providing targeted programs aimed at recognizing the potential of women and strengthening their professional development.

Our company condemns any form of gender-specific harassment in the workplace. We promote a culture of respect and enforce clear guidelines to ensure the protection of all employees.

We recognize the importance of a balanced work-life balance and offer flexible working conditions to support the needs of women in different life stages.

2. Harassment

The company strongly disapproves of any form of physical, psychological, or sexual violence against its employees. Our corporate culture is based on a respectful and safe working environment where all employees can work free from any form of violence. We commit to proactively taking measures to prevent, educate about, and penalize harassment and violence. Clear guidelines, training, and an open reporting system are implemented to ensure the protection of all employees and foster a supportive work environment.

3. Freedom of Expression

Our corporate policy ensures the inalienable right of every employee to freedom of expression and free speech. We encourage open and respectful discussions that promote diverse perspectives. This recognition and preservation of freedom of expression contribute to creating an inclusive and dynamic work environment.

4. Privacy

We place the highest value on protecting the privacy of our employees. All personal data is treated confidentially in accordance with applicable data protection regulations and used only for business purposes. We ensure that each employee has the right to protect their personal information and promote a culture of respect for individual privacy within our community.

V. Compliance with the Code of Conduct

1. Measures

The company attaches great importance to ensuring that all company personnel understand, internalize, and actively adhere to the Code of Conduct. Appropriate measures are taken at regular intervals to ensure the effective communication and understanding of the Code of Conduct by all employees.

Training and Workshops: The company implements training and workshops aimed at explaining the Code of Conduct in detail. These training sessions are offered regularly to ensure that new employees become familiar with the code upon entering the company and existing employees are regularly refreshed.

Availability and Accessibility: The Code of Conduct is made easily accessible to all employees in various formats, whether in printed form in company policies, on the company website, or as an electronic copy to ensure accessibility at all times.

Regular Communication: The company actively integrates the Code of Conduct into internal communication structures. This can be done through internal circulars, newsletters, or internal communication platforms. Regular reminders and updates draw employees' attention to the Code.

Contact Persons for Questions: To ensure that all employees have clarity about the Code of Conduct, contact persons are available to address questions or uncertainties. These contact persons serve as a resource to ensure that the code is not only understood but also lived.

Promoting an Ethical Corporate Culture: The company promotes an ethical corporate culture where the Code of Conduct is considered an integral part of daily actions. Examples, case studies, and best-practice scenarios illustrate how the code can be implemented in real work contexts.

Through these diverse measures, the company ensures that the Code of Conduct not only exists as a formal document but is actually ingrained in the daily practices of all employees. This contributes to a positive work environment and a sustainable, ethical corporate culture.

2. Modifications

Bauer Thermoforming GmbH & Co. KG is entitled to modify this Code of Conduct at any time. The business partner will review modified versions upon request by Bauer Thermoforming GmbH & Co. KG and will not unreasonably refuse consent.

3. Reporting Violations and Contacting Bauer Thermoforming GmbH & Co. KG

Bauer Thermoforming GmbH & Co. KG encourages its business partner to promptly report any violations within the purview of Bauer Thermoforming GmbH & Co. KG once observed or reasonably expected. The business partner should not fear any disadvantages if the report is made in good faith and with the best of their knowledge.

VI. Acknowledgment and Consent of the Business Partner

By signing this Code of Conduct, the business partner commits to responsible actions according to the principles described in the Code of Conduct, in compliance with all applicable laws. The business partner affirms that they have contractually agreed with their employees, subcontractors, and suppliers on the content of this Code of Conduct and ensure its adherence in the supply chain.

Compliance with these principles is hereby expressly confirmed:

Place, date

Signature

Name (in block letters), function

Stamp

This document must be signed by an authorized representative of the company and returned to Bauer Thermoforming GmbH & Co. KG within 10 working days of receipt.