



Integrated management system

Code of Conduct – Business Partner of GREIPL GmbH

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Scope: GREIPL GmbH, Business Partner

Code of Conduct GREIPL

Business partner

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1 Compliance with the law – international conventions

The social and environmental standards and processes described here are based on the ten principles of the United Nations Global Compact, the International Charter of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the UN Guiding Principles on Business and Human Rights.

The requirements and principles of this Code of Conduct are an integral part of the contractual obligations and cooperation between our business partners and GREIPL. Therefore, our business partners undertake to comply with and promote the following principles of this Code of Conduct, as well as to train their employees regularly and appropriately in this regard. In addition, this content also applies to suppliers and other third parties used for the performance of the contract.

GREIPL represents the principle of acting in accordance with the law for all actions, measures, contracts and other processes and expects the same from its business partners.

2 Social standards

2.1 Human rights

We expect our business partners to consistently respect and actively protect internationally recognized human rights. The United Nations Guiding Principles on Business and Human Rights form the basis for this. This includes protecting local communities, indigenous people and human rights defenders.

2.2 Child and forced labour

Our business partners undertake to employ only persons who have reached the minimum legal age according to the applicable national legislation and not to tolerate any form of child labor. ILO Conventions No. 138 on the Minimum Age of Employment and No. 182 on the Elimination of the Worst Forms of Child Labour must be complied with. Our business partners are also committed to observing and respecting the dignity and rights of children.

We expect our business partners to strictly reject any form of forced labor, including human trafficking, torture and any form of slavery, or compulsory labor of any kind. The principle of freely chosen employment is to be respected and observed.

2.3 Freedom of association

The fundamental right of employees to form and join trade unions of their own and free choice must be respected by our business partners. Membership in trade unions or employee representative bodies shall not constitute a reason for unjustified discrimination. Within the framework of the law and in accordance with ILO Convention No. 98, the right to collective bargaining to regulate working conditions and the right to strike must be granted.

2.4 Equal Opportunities & Fairness

We expect our business partners to take exception to discrimination of any kind, for example on the basis of skin colour, ethnic origin, gender, age, nationality, social origin, disability, sexual orientation, religious affiliation, ideology or political and trade union activities. The same applies to any form of harassment. Given comparable requirements and tasks, the principle of equal payment for work of equal value must apply irrespective of gender. The ILO conventions must be complied with.

2.5 Fair working conditions

Our business partners undertake to enforce the right to fair labor conditions in accordance with the applicable ILO conventions. This includes fair wages and social benefits that at least correspond to national and local legal standards, provisions or agreements. Legal regulations on minimum wage in the respective countries are to be observed alongside the applicable regulations on working hours, breaks and vacation.

2.6 Occupational health and safety

Our business partners must comply with the respective national standards for a safe and hygienic working environment and take appropriate measures to ensure health and safety at work.

2.7 Protection against expropriation

Our business partners undertake to refrain from any unlawful evictions. In addition, they also shall refrain from any unlawful deprivation of land, forests and bodies of water through the acquisition, development or other use.

3 Environmental standards

3.1 Environmental and climate protection

In accordance with the precautionary principle, our business partners undertake to avoid hazards to people and the environment and to protect the natural resources that underpin the production of food. All processes, facilities and resources of our business partners have to be in accordance with the applicable legal requirements and environmental protection. Our business partners, who are also manufacturers, are also committed to the introduction and further development of an environmental management system (EMS) in accordance with ISO 14001 or an environmental management system suitable for the industry. Furthermore, business partners are obliged to introduce measures to implement the objectives of ISO 14001 in an appropriate manner.

We expect our business partners to engage in sustainable and active climate protection, for example by increasing energy efficiency or generating or purchasing energy from renewable sources. The aim is to create transparency about their carbon emissions and set ambitious carbon reduction targets.

3.2 Dealing with resources

Our business partners are committed to using resources such as water and materials with care.

Whenever possible, materials are to be reused. When dealing with waste, our business partners follow the principle of "prevention before recycling before disposal". Our business partners always comply with at least the relevant legal regulations and official requirements.

3.3 Substances of concern

Our business partners are obliged to comply with material compliance, that is the statutory substance prohibitions, restrictions and declaration requirements, applicable standards and, if applicable, customer requirements for the prohibition and declaration of ingredients forwarded by GREIPL. In particular, the prohibition of the manufacture of mercury-laced products, the use of mercury and its compounds in manufacturing processes, as well as the treatment of mercury waste under the Minamata Convention, the prohibition of the production and use of certain chemicals defined in the Stockholm Convention on Persistent Organic Pollutants, and the prohibition of the export of hazardous waste under the Basel Convention must be observed.

4 Business relations

4.1 Avoidance of conflicts of interest & fair competition

We expect our business partners to make decisions based on factual considerations and not to be unduly guided by personal interests. As soon as a business partner becomes aware of a potential conflict of interest, he is required to take internal measures to remedy these conflicts.

Our business partners are obliged to behave fairly in competition and to comply with the applicable legal regulations that protect free competition. They shall also refrain from forming cartels or

engaging in concerted practices deliberately or incidentally designed to bypass, restrict or distort competition as defined by antitrust laws, or abuse a dominant market position.

4.2 Corruption & Money Laundering

Compliance with the applicable anti-corruption laws must be ensured by our business partners. In particular, they shall ensure that their employees, subcontractors or representatives do not offer, promise or grant any benefits to employees of GREIPL GmbH with the aim of obtaining an order or other preferential treatment in the course of business. These principles also apply if our business partners work with other third parties in connection with their work for GREIPL.

Our business partners must also comply with the relevant legal provisions on the prevention of money laundering and duly fulfill their reporting obligations.

4.3 Conflict minerals

We expect our business partners to desist from all activities that directly or indirectly contribute to the funding of armed groups. In this context, the applicable legal provisions regarding conflict minerals must be complied with.

4.4 Privacy and security

Our business partners are obliged to ensure the right to informational self-determination, the privacy of personal data, and the security of all business information and personal data in all business processes, in compliance with statutory provisions and the applicable privacy and information security laws.

4.5 Customs and export control regulations

Our business partners comply with international customs and export control regulations and ensure the proactive exchange of information relevant to foreign trade with the aim of a secure supply chain.

5 Whistleblower system

Every business partner who is affected by the scope of application of the Whistleblower Protection Act – its employees or any other affected party – is called upon to report possible suspected cases and violations of this Code of Conduct. In this way, the consequences of such violations are limited and comparable misconduct is to be avoided in the future. To this end, the business partner should set up its own whistleblowing system or join an industry-wide system. Reports can be submitted to GREIPL via the website: [Group of Companies - GREIPL group \(greipl-group.com\)](https://www.greipl-group.com)

6 Compliance with the Code of Conduct

GREIPL reserves the right to verify compliance with this Code of Conduct in an appropriate manner. Necessary controls are actively supported. GREIPL will contact the business partner beforehand to agree on the scope, period and location of such audits. The business partner must respond to inquiries and requests for information within a reasonable time and in compliance with specified formalities.