Code of Conduct for the Business Partners of UCON Container System GmbH ("UCON CS")

1. Introduction

UCON CS is committed to the highest standards in respect of protecting the environment, observing ethical business practice and putting people at the centre of all its activities. This applies to our commitments to customers, society, suppliers, partners and especially our employees. We expect our business partners to share and implement these values. In particular, all business partners shall comply with the following standards, regulations and codes:

- The Universal Declaration of Human Rights by the United Nations (UN),
- The UN Convention on the Rights of the Child,
- The International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work,
- The eight Fundamental Conventions of the ILO,
- The principles of the UN Global Compact,
- The OECD Guidelines for Multinational Enterprises.

2. Human Rights and Social Responsibility

2.1 Tolerance and Support for Diversity

UCON CS is committed to protecting human rights. Discrimination of any kind, whether based on gender, ethnicity, origin, social group, religion, age, physical disability, marital status, sexual orientation, political affiliation or other characteristics, will not be tolerated. All employees, business partners and other people who come into contact with us shall be treated with dignity and respect, and any form of bullying, sexual harassment or other forms of discrimination is prohibited.

The business partner supports compliance with internationally recognised human rights and the principles set out in this Code of Conduct. By accepting ethical principles, the business partner ensures that gender, ethnicity , origin, social group, religion, age, physical disability, marital status, sexual orientation, political affiliation or other characteristics do not lead to discrimination in recruitment and during employment and that these principles are also observed with regard to all of the above-mentioned groups of people.

2.2 Prohibition of Forced Labour and Child Labour

All forms of forced labour (including, but not limited to, modern slavery and human trafficking), slave labour or involuntary prison labour are prohibited. Employees must not be forced into employment through the threat or use of violence or other forms of harassment or abuse.

The exploitation of children is strictly rejected. Business partners are required to comply with the provisions of the International Labour Organization (ILO) with regard to child labour.

2.3 Fair Working Conditions

The business partner undertakes to comply with the legally prescribed working hours and wage payments and to pay the statutory benefits in the event of illness and pregnancy. The legally required minimum wage or the minimum wage customary in the respective industry, whichever is higher, shall be paid. The legally prescribed maximum working hours shall be complied with. The business partner shall also ensure appropriate

occupational health and safety protection, emergency care and compliance with safety regulations. In particular, the business partner identifies emergency situations and incidents in the workplace and minimises their impact by implementing emergency plans and response procedures.

All employees are granted the freedom to represent employee interests within the framework of the statutory provisions. This includes the right to organise themselves or to form or join a trade union of their own choosing.

2.4 Prevention of Harassment and Abuse; Reporting System

The business partners undertake to provide a workplace where harassment and abuse do not occur. They shall ensure that within the framework of the statutory provisions an appropriate reporting system is in place, which supports drawing attention to inappropriate behaviour to independent bodies.

3. Business Ethics and Business Practices

3.1 Business Integrity and Prohibition of Corruption

All business partners of UCON CS undertake not to grant or accept any unlawful benefits. Every business partner is obliged to refrain from any corrupt behaviour. This includes the granting or acceptance of money or other gifts as well as other unjustified advantages. Granting or accepting gifts is only permitted within reasonable limits and shall only serve to maintain good business relations and not to influence future business decisions.

All applicable domestic and foreign antitrust laws and the German Act against Unfair Competition (UWG) shall be observed.

The confidentiality of sensitive information, such as intellectual property, personal and business data, shall be protected at all times.

The business partner shall make potential conflicts of interest transparent and avoid them if they could lead to unethical behaviour.

To manage all risks associated with the business, the business partners set up an appropriate compliance management system and regularly train all managers and employees with regard to such risks.

3.2 Export Control

All business partners are obliged to check and ensure that the products sold or purchased by them are only delivered or purchased to or from such countries, to or from such recipients/suppliers and for such purposes as are permitted under the export restrictions applicable in the European Union, the United Kingdom and the United States of America. To this end, the business partners shall check the aforementioned export restrictions (e.g. listing on sanctions lists, embargoes, etc.) before each and every delivery or purchase of goods and comply with them without any restriction. In the event of a breach of the above obligations, the business partners shall (i) indemnify UCON CS upon first request against all claims by third parties that are directly or indirectly based on such a breach and (ii) compensate UCON CS for all damages incurred or to be incurred as a result.

3.3 Quality and Safety Standards

Business partners shall ensure that their products and services comply with the agreed quality and safety requirements through appropriate management systems. It is necessary to implement processes for the continuous improvement of product quality.

4. Environment and Sustainability

Our business partners shall adopt environmentally friendly practices and contribute to sustainability. This includes compliance with all applicable environmental laws and regulations.

The business partners assume responsibility with regard to environmental protection. The development, production and sale of products and services are carried out in compliance with all relevant environmental regulations.

The concept of sustainability encompasses ecological as well as economic and social aspects. Business partners are required to organise their business processes in a sustainable manner, use resources efficiently, minimise any negative impact on the environment, prevent the release of hazardous substances into the environment and thus support the socially responsible preservation of nature for future generations.

They are also obliged to take care of the protection and preservation of biodiversity as part of their responsibility.

5. Confirmation and Compliance; Right of Cancellation

All business partners of UCON CS shall confirm compliance with this Code of Conduct and ensure that their subcontractors also comply with these provisions. We reserve the right to verify compliance with this Code of Conduct through audits. The business partner shall provide relevant evidence upon request and inform UCON CS immediately of any violations of this Code of Conduct.

If UCON CS determines that the business partner has violated an obligation arising from this Code of Conduct, UCON CS and the business partner will reach an agreement in good faith on what measures the business partner shall take to end such violations and prevent them in the future. Irrespective of this, UCON CS is entitled, at its own discretion, to terminate any contractual agreements and all contracts concluded with the business partner (in particular any existing framework supply contracts and/or individual purchase contracts) for good cause with immediate effect.