

CODE OF CONDUCT rose plastic group

The masculine form chosen here always refers simultaneously to female, male and diverse persons. Multiple designations are generally omitted in favor of better readability.

1. FOREWORD

The company "rose plastic" operates internationally and is represented in many countries around the world. The diversity of cultures enriches our group of companies. However, it also requires a common focus on central values and defined principles of conduct.

This Code of Conduct provides a framework for ethically correct interaction both within the company and with third parties. The defined principles are minimum standards for our actions. They are based on rose plastic's values and promote our "Vision & Mission".

Our valued business partners also bear responsibility for integrity, as well as for social and ecological standards. They are therefore also called upon to follow and actively protect this defined code.

2. CONFLICTS OF INTEREST

We make our business decisions objectively and independently of personal interests. We avoid situations that create a conflict between personal and business interests. All employees are aware that even the appearance of a conflict of interest can damage their own reputation or that of the company. Unavoidable conflicts of interest are disclosed immediately and in full to the manager.

3. BUSINESS PROCESSES

We strive for economic growth in a free market economy. In doing so, we always align our business actions with integrity and ethics.

3.1 Principle of legality

We are committed to the principle of strict legality in all decisions, activities and documents without exception. We therefore do not tolerate any infringement of third party rights.

3.2 Free competition

We follow the rules of fair competition and comply with all applicable legal regulations. We refrain from forming cartels or engaging in concerted practices that intentionally or accidentally aim to circumvent, restrict or distort competition within the meaning of antitrust law.

3.3 Anti-corruption

In line with our corporate values, we oppose bribery and corruption in all our business activities. All employees and business partners undertake to comply with the respective locally applicable anti-corruption laws.

We explicitly prohibit any direct or indirect form of bribery or preferential treatment. Specifically, granting, demanding or accepting benefits in the form of gifts, services, remuneration, hospitality, discounts, credits or other assets in excess of a value that is customary according to local standards is not permitted.

3.4 Money laundering

All employees fully comply with anti-money laundering laws and duly fulfill their reporting obligations.

3.5 Data protection and data security

We live the right to informational self-determination. We ensure the protection of personal data in accordance with legal requirements and the security of all business information analogous to the applicable data protection and information security laws.

3.6 International trade practices

As a global supplier of products and services, we comply with all applicable trade laws and regulations. In addition, we take into account all trade boycotts imposed by governments, as well as import or export restrictions applicable to our business activities. We also undertake to comply with international customs and export control regulations and to proactively pass on information relevant to foreign trade in the interest of a secure supply chain.

Payments to third parties outside the country in which the actual sale took place or in which the dealer or sales representative is located with his main business are prohibited. Cash payments for our deliveries and services are not permitted.

4. HUMAN RIGHTS AND LABOR STANDARDS

Every human being has a right to dignity. All employees and business partners must consistently respect and actively protect internationally recognized human rights and social standards.

4.1 Forced and child labor

We reject any form of forced labor, human trafficking, torture and slavery. The principle of freely chosen employment is to be respected and observed. Child labor is not to be tolerated in any form and is not accepted in our group of companies or by business partners. Only persons who have reached the minimum age stipulated by law in the country of employment are to be employed.

4.2 Equal opportunities and fair treatment

In accordance with our corporate values, all employees are equally responsible for a positive working environment. They promote standards of behavior such as respect, honesty and trust.

We comply with all applicable laws to prevent verbal and physical discrimination or harassment on the basis of gender, sexual orientation, race, color, age, ethnic and social origin, disability, genetics, belief, or political and union activity. We promote the formation of strong relationships, the creation of an inclusive corporate culture and the support of team members in achieving common goals.

4.3 Fair working conditions

We commit ourselves and our partners to fair working conditions. This includes fair wages and social benefits that are equal to or higher than the rates prescribed by national or regional authorities, legal standards or other labor agreements. The legal provisions on minimum wages in the respective countries must be observed, as must the applicable regulations on working hours, breaks and vacation entitlements.

4.4 Safety and health at work

Safe and hygienic working conditions, as well as strict compliance with occupational safety rules, are essential foundations of our working environment. The protection of all employees has the highest priority. In line with our corporate values, threatening or violent behavior is not to be tolerated. This applies in all business contexts, regardless of location.

4.5 Freedom of association

Applicable rights of employees to freely form and join trade unions must be respected. Membership in trade unions or employee representative bodies shall not be a reason for unjustified discrimination. The right to collective bargaining for the settlement of disputes over working conditions and the right to strike shall be granted within the framework of the law.

4.6 Leadership culture

Our leadership is characterized by respect, openness and participation. The management culture is based on responsibility for the employees entrusted to us and therefore does not tolerate any form of abuse of power. Responsibility also includes supporting employees in their development through challenging tasks and appropriate training.

5. ENVIRONMENTAL STANDARDS

Environmental protection is our passion: the actions of all employees are characterized by ecological responsibility.

5.1 Protection of the environment

In line with the precautionary principle, we make every effort to minimize risks to people and the environment and to protect natural resources. All processes, operating sites and means of production must comply with the applicable legal requirements and standards for environmental protection. We actively cooperate with the government, authorities and the public and support regulations, research and programs that serve environmental protection.

We integrate the principles of resource conservation, pollution prevention, and environmental responsibility into our business processes, facilities, and products.

5.2 Climate measures

We are sustainably and actively committed to climate protection. For example, we continuously increase energy efficiency and pursue the generation or procurement of energy from renewable sources. We provide a transparent overview of our carbon footprint and set ourselves ambitious targets for reducing carbon emissions.

5.3 Materials and waste disposal

We keep the impact of our actions on the environment as low as possible and use resources sparingly. Materials are to be reused whenever possible. In dealing with waste, we follow the principle of first avoiding waste, then recycling it, and only disposing of it as a last resort. In doing so, we consistently comply with the applicable legal provisions and official requirements.

5.4 Substances of concern

The rules of material compliance - i.e. the legal substance bans, restrictions, declaration obligations and applicable standards - are observed by us without exception.

6. NOTIFICATION OF SUSPECTED OR KNOWN VIOLATIONS

We are responsible for what we do, but also for what we do not do.

6.1 Message

Together, we promote a culture that is sensitive to misconduct and allows disclosure without negative consequences. We encourage each other to seek advice and support when misconduct is experienced or recognized.

All employees, business partners and third parties are encouraged to report suspected or known violations of our Code of Conduct. This is in line with our corporate values and the error culture we live by. Respective contact points are published on our website.

In principle, we welcome all types of reports, but in line with our corporate culture, we prefer personal discussions.

6.2 Editing

Any disclosure of a suspected or known violation will be pursued consistently and confidentially by the aforementioned offices. The identity of the person making the report will be protected, provided that no personal rights of third parties conflict with this. The processing follows the procedure and deadlines according to legal requirements.

6.3 Protection from retaliation

Retaliation against individuals who report suspected misconduct or violations is strictly prohibited. They will not be discriminated against, nor will they face any consequences under employment law.

Reports aimed at falsely accusing other employees or managers will not be tolerated. Such behavior also constitutes a serious violation of this Code of Conduct and will be sanctioned.

7. IMPLEMENTATION: DOING IT

To meet our high standards of business ethics, we must stand by our Code of Conduct - everyone, every day, everywhere.

7.1. voluntary commitment

The managers of all companies see themselves as role models who act with integrity. Their example forms the basis for the work of the compliance team to bring our Code of Conduct to life. All employees work together to continuously develop the content and applicability of the Code.

7.2 Business partner obligation: Supplier

Our valued suppliers are called upon to follow this Code of Conduct. If required, this will be stated in writing. Suppliers are required to actively support recurring compliance audits. To this end, we will agree in advance on the scope, time and place of such an audit in a spirit of partnership.