

Code of Conduct for Business Partners

I. Preamble

Ensinger is a family business. As a family business, we are aware of our social responsibility. In accordance with the motto “Today for Tomorrow”, we are therefore taking responsibility for our actions and are already setting the course for tomorrow, today. Compliance with law and order is a matter of course. We expect the same from our employees. For this reason, we have summarised the most important rules of conduct for the latter in our Group-wide Code of Conduct. Legally impeccable conduct and respect for fundamental rules and regulations not only contribute significantly to successful business, but also strengthen the relationships with our business partners. For future cooperation, we therefore also expect our business partners to comply with all relevant laws, regulations and other requirements of the countries in which they operate, and in particular, compliance with the following provisions.

II. Requirements for Business Partners

1. Social Responsibility

Respect for human dignity. Our business partners shall respect and protect internationally recognised human rights and promote their compliance.

Prohibition of forced labour. Our business partners shall reject any kind of forced labour and slavery and advocate for the elimination of all forms of forced labour.

Prohibition of child labour. Our business partners shall only employ people who are not subject to compulsory education under the law at the place of employment and are at least 15 years old, unless the law at the place of employment deviates from this in accordance with the core labour standards of the International Labour Organisation (ILO). They shall also respect and observe the rights of children.

Fair working conditions. Our business partners shall pay reasonable remuneration that is at least the national statutory minimum wage or is calculated according to the law of the place of employment. The relevant regulations on working hours, overtime, breaks and regularly paid leave applicable at the place of employment shall be complied with.

Freedom of association. Our business partners respect the right of employees to establish and join organisations of their choice, to bargain collectively and to engage in strike action. Employees shall not suffer any disadvantages if they exercise these rights.

Prohibition of discrimination. Our business partners shall not tolerate discrimination against employees based on gender, national, ethnic or social origin, skin colour, religion, age, sexual orientation or other reasons. The personal dignity, privacy and personal rights of each individual shall be respected.

Health protection / safety at work. Our business partners shall comply with the prohibition of illegal acquisition of land, forests and waters, the use of which secures the livelihood of human beings. Our business partners shall refrain from harmful soil

alterations, water and air contamination, noise emissions and excessive water consumption if this harms the health of people, significantly impairs the natural basis for the production of food or prevents people from accessing safe drinking water or sanitary facilities.

Use of security forces. Our business partners shall ensure that, when engaging or using security forces, that they are appropriately trained and controlled in such a way that they observe the prohibition of torture and cruel, inhumane or degrading treatment when they are deployed, do not injure life and limb and do not impair the freedom of association and freedom of assembly.

Complaint process. Our business partners are responsible for establishing an effective complaint process at company level and shall ensure the protection of whistle-blowers from retaliation.

Dealing with conflict materials. Our business partners shall establish processes for the raw materials tin, tungsten, tantalum and gold as conflict minerals, as well as for other raw materials such as cobalt that are in accordance with the Organisation for Economic Co-operation and Development (OECD) guidance for responsible supply chains of minerals from conflict-affected and high-risk areas.

2. Environmental Responsibility

Fulfilment of applicable environmental provisions. Our business partners shall comply with all relevant laws, regulations and other legal provisions relating to the environment and sustainability.

Treatment and discharge of industrial wastewater. Our business partners shall classify, monitor, inspect and, if required, treat wastewater from operations, manufacturing processes and sanitary facilities prior to discharge or disposal. In addition, measures shall be introduced to reduce the generation of wastewater.

Handling of waste and hazardous substances. Our business partners shall avoid or reduce their waste volumes, as well as emissions into air, water and soil. The applicable legal requirements must be complied with during disposal. Our business partners shall also comply with the requirements of the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal.

Mercury, persistent organic pollutants. Our business partners shall comply with international standards on the handling of mercury and persistent pollutants (Minamata Convention on Mercury and Stockholm Convention on Persistent Organic pollutants).

Reduced consumption of raw materials and natural resources. Our business partners shall reduce or avoid the use and consumption of resources during production and the generation of waste of any kind, including water and energy.

Managing energy consumption/efficiency. Our business partners shall monitor and document their energy consumption. They shall endeavour to improve energy efficiency and minimise energy consumption.

3. Ethical Business Conduct

Fair competition. Our business partners shall behave fairly in competition and comply with the applicable statutory regulation that protects free competition. They shall also comply with the applicable antitrust laws when dealing with competitors, customers and suppliers.

Corruption. Our business partners shall maintain the highest standards of integrity and comply with the applicable anti-corruption regulations.

Conflicts of Interest. Our business partners shall make decisions on the basis of objective considerations and shall not be unduly guided by personal interests. If our business partner becomes aware of a potential conflict of interest, they shall inform Ensinger immediately.

Foreign trade regulations. Our business partners shall comply with all foreign trade and customs regulations as well as regulations regarding sanctions.

Data protection. Our business partners shall comply with the applicable laws and regulations on data protection.

Intellectual property. Our business partners shall respect intellectual property rights.

Business secrets. Our business partners shall ensure that Ensinger's confidential information is kept secret. This also applies after termination of the business relationship.

III. Implementation of the Requirements

Declaration of the business partner. The business partner undertakes to comply with the requirements specified in clause II of this Code of Conduct.

The business partner's own business partners. The business partner shall communicate the contents of the Code of Conduct to its business partners in an appropriate manner and shall also work to ensure that they also commit to comparable values and principles and comply with them.

Training. At the request of Ensinger, the business partner shall participate in appropriate courses and further training on the contents of the Code of Conduct.

Control rights. Ensinger shall be entitled to check the business partner's compliance with the Code of Conduct on a risk-based

basis, for example through audits. Audits may be carried out during normal business hours after appropriate advance notice is given by Ensinger or a third party appointed by Ensinger. If there is sufficient suspicion of a violation of the Code of Conduct in connection with the provision of services for Ensinger, Ensinger shall also be entitled to conduct unannounced audits. When exercising the control rights, Ensinger shall always take into account the business secrets of the business partner and maintain legal data protection.

Information obligations. In the event of a violation of this Code of Conduct on behalf of the business partner or at a business partner of the business partner, the business partner will inform Ensinger immediately in writing regarding this violation. The business partner will investigate the suspicion immediately and will keep Ensinger informed about it.

Remedial measures. Ensinger can set a deadline for the business partner to bring his conduct in line with this Code of Conduct. If a remedy is not possible in the foreseeable future, the business partner must notify Ensinger immediately and, together with Ensinger, create a concept with a schedule for the termination or minimisation of the violation.

Termination / withdrawal. If the deadline expires fruitlessly or the measures contained in the concept do not provide a remedy after the expiry of the schedule and no milder means are available, Ensinger may terminate the business relationship and terminate or withdraw from all contracts. A statutory right to extraordinary termination without setting a grace period or to immediate withdrawal, in particular in the case of violations to be assessed as very serious, as well as the right to compensation, remains unaffected.

Whistle-blower system. For information on violations of this Code of Conduct, please report to compliance@ensingerplastics.com or to the anonymous whistle-blower system, which can be found at the following link: <https://ensinger.schindhelm-wbsolution.com>

Consent to the Code of Conduct. As business partners of Ensinger, we act according to the principles laid down in this Code of Conduct. We confirm that we will pass on these requirements in our supply chain and comply with them in our company by applying our own equivalent code.

First and Last Name

Function

Company

Place, Date / Signature