

Code of Conduct

1. Preamble

Our actions are based on the mission statement of Ensinger, which shapes our relationship with our business partners as well as our colleagues and the owners of our company. Respecting and upholding these values will also form the basis of our future business success. Our reputation in the market and in public is based on the behavior of our employees. This reputation is based on respect for our corporate values, law and order, and our internal rules and procedures.

With this Code of Conduct, we want to summarize the most important mandatory standards and provide our employees with guidelines for the orientation of their actions. Our managers are the first point of contact for all questions relating to this Code of Conduct. We expect our managers to actively exemplify the principles of our mission statement and this Code of Conduct as part of their role model function and to communicate and demand of their employees.

This Code of Conduct is part of the Ensinger risk management system and applies to all companies and locations of the Ensinger Group. The provisions of this Code of Conduct do not confer any rights on third parties.

2. Customers, Suppliers and Business Partners

Selection of Suppliers

In accordance with our mission statement, we strive for a balanced and fair relationship based on partnership with our business partners. When selecting our business partners, care must be taken to ensure that they observe the values set out in this Code of Conduct.

Competition

The Ensinger Group is committed to fair competition. Every employee is obliged to comply with the applicable laws against restraints of competition. Illegal agreements about prices or other conditions, territories or customers as well as the abuse of market power contradict the values of the company.

Bribery and Corruptibility

The Ensinger Group rejects and does not tolerate bribery and corruption. All employees must ensure that no personal dependencies or obligations to business partners arise. In particular, employees must not give or accept gifts or other benefits which, from a reasonable point of view, would be considered to have an undue influence on the recipient's actions or decisions. Strict standards must be applied in particular to public officials. Gifts of money are prohibited in any case. National legal norms must be observed.

Business Secrets

Business secrets of partners are treated confidentially by the Ensinger Group and its employees. Any disclosure to third parties is prohibited and applies to all members of the company even after termination of employment.

3. Leadership and Employees

Role Model

Our managers act as role models and ensure that violations of this Code of Conduct do not occur in their area of responsibility through appropriate supervision.

Tolerance and Equal Opportunity

The Ensinger Group respects human rights worldwide. All employees must be treated with dignity and respect.

Working Conditions

The Ensinger Group offers its employees appropriate remuneration and fair working conditions. All forms of forced labor are rejected. Child labor is tolerated only to the extent permitted by law and on condition that the child has reached a minimum age of 15 years, or older when indicated by local regulation. Excluded from this age limit are legally permissible work placements within the framework of professional orientation.

Health and Safety

Appropriate systems must be set up to avoid risks to health and safety. Compliance with applicable national and international regulations for ensuring health and safety at work is required. Working hours comply with applicable national law or the relevant ILO conventions.

Environmental Protection

In accordance with its mission statement, Ensinger observes the goals of sustainable environmental protection and treats natural resources responsibly.

4. Implementation, Compliance and Whistleblower System

Measures and Consulting

Ensinger shall inform employees regarding the Code of Conduct in an appropriate manner and frequency. Additionally, Ensinger shall help employees to avoid violations of law and this Code of Conduct. It is the responsibility of managers to ensure compliance with the Code of Conduct.

Complaints and Reporting

Every employee, every business partner and every other third party has the opportunity to report violations of the Code of Conduct or corresponding suspicious cases to Ensinger. If they wish to make such a report, employees are best advised to contact their line manager, their local compliance officer or the employee representative. Alternatively, employees and third parties outside the company can also contact Compliance by e-mail at **compliance@ensingerplastics.com**.

If you prefer to remain anonymous, you can contact our whistle-blower system at the following address **<https://ensinger.schindhelm-wbsolution.com>**. Our whistleblower system is operated externally by Schindhelm Rechtsanwaltsgesellschaft mbH, Osnabrück, an online platform commissioned by us. No reporter of violations or suspected cases will suffer any disadvantages whatsoever as a result of this and will be actively protected by Ensinger against such measures.

Ralph Pernizsak
Managing Director

Dr. Roland Reber
Managing Director