



## Code Of Conduct

SO 1.3-01

The Code of Conduct defines the principles and requirements of EPA GmbH for itself, as well as for its business partners with regard to their responsibility for people and the environment. These principles are in line with our values and our self-image.

Our principles include:

- A law-abiding conduct
- The Respect for the fundamental rights of employees:
  - Promoting, in particular, equal opportunities and equal treatment of employees, irrespective of their skin colour, race, nationality, social origin, any disability, sexual orientation, political or religious conviction, gender or age
  - Respecting the personal dignity, privacy and personal rights of each individual
  - No employment or forcing of anyone to work against their will
  - No tolerance of unacceptable treatment of workers, such as psychological hardship, sexual and personal harassment or discrimination
  - No tolerance of behaviour (including gestures, language and physical contact) that is sexually coercive, threatening, abusive or exploitative
  - Providing adequate remuneration and ensure the national minimum wage established by law
  - Complying with the maximum working hours established by law in the respective country
  - Recognizing, to the extent permitted by law, the freedom of association of workers and neither favour nor discriminate against members in workers' organisations or trade unions

Erst. / Akt.: CS/KB	Erst. / Akt. Datum: 08.09.2022	Rev.2	Seite 1 von 3
Prüf. / Freig.: TB	Dok.: SO 1.3-01 Code of Conduct COC		



- The taking care of the health and safety of employees:
  - Mitigating risks and ensure the best possible preventive measures against accidents and occupational diseases.
  - Providing training and ensure that all employees are competent in occupational health and safety.
  - Providing a safe and healthy working environment
  - Providing grievance mechanisms on a confidential basis
  - Establishing and implementing an appropriate occupational safety management system.
  
- The voluntary commitment to protect the environment and nature:
  - Containing risks and ensuring the best possible precautionary measures against accidents and occupational diseases.
  - Protecting and preserving nature by actively contributing to the environmental management system in compliance with legal norms and international standards
  - Minimising and continuously improving the environmental impact of emissions, waste and raw material consumption as far as this can be influenced within the company's own area of responsibility.
  - Careful use of resources and saving energy as far as possible
  - Paying attention to environmental compatibility and quality labels when purchasing materials and giving preference to PEFC-certified packaging materials and wood products.
  - Separating recyclable materials into recyclable and non-recyclable materials (recycling centre), in cooperation with specialised waste management companies
  - Appropriate growth in sustainable management and production of high-quality and innovative products



- Adherence to ethical business principles
  - Fairness in business operations, advertising and competition
  - Prohibition of corruption, bribery and acceptance of advantages
  - Respect for applicable antitrust and competition law
  - Respect for confidentiality and data protection
  - Recognition and protection of intellectual property
  - Avoidance of conflicts of interest
  - Money laundering
  - Respect for the protection rights of children and young people
  
- The integration of our value foundation into the entire supply chain:
  - In every cooperation, contractual compliance with the principles of the Code of Conduct is to be adequately ensured and promoted among business partners, including indirect business relationships in the context of subcontractors engaged by third parties
  - The principles of non-discrimination in the selection of suppliers and in dealings with suppliers shall be observed

A breach of this Code of Conduct may be grounds and cause for EPA GmbH to terminate business relationships including all associated supply contracts.

Bruchköbel, 1<sup>st</sup> Sept. 2022

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