

Code of Conduct

1. Foreword by the management

The Code of Conduct was written to provide a framework for our daily actions. Guidelines that support us in the way we do our work. This is as important to us at KM Packaging as the work itself.

We - the management of KM-Packaging, are committed to upholding the Code of Conduct. And so we also expect all employees and business partners to comply with the Code of Conduct. It is not important to achieve goals at any price. It is also a matter of how we achieve our goals.

This is the demand we make on ourselves at KM Packaging GmbH with all our production sites, but also the demand we make on our suppliers. Only in this way and together can we shape a sustainable, successful future! Because sustainability does not only take place through recycling and renewable energies. It takes place in business relations and interpersonal relationships. Sustainability exists in every area of the company and begins with the awareness of it and the general understanding of how to live this sustainability.

That is why we expect our suppliers to be attentive to the constant processes of change. We expect them to engage with our Code of Conduct and the associated standards, to recognize them and also to implement them in the wider supply chain.

2. Acceptance of our orders

By accepting our orders, you agree to acknowledge and comply with the KM Packaging GmbH Code of Conduct.

If these behavioral requirements or guidelines are violated, this is a material breach of contract, which leads to an escalation process that may result in business exclusion.

3. Elementary behavioral requirements: Compliance with the law and acknowledgement of international standards

Full compliance with all laws and regulations and an orientation towards generally applicable ethical values and principles, in particular integrity, probity, respect and trust, are prerequisites for cooperation with our suppliers.

Business secrets must be treated confidentially. Disclosure of confidential information to third parties or making it public is prohibited (including company employees who have left the company).

4. Guidelines for cooperation, expectation and requirement for our suppliers.

Social responsibility

The guidelines in this area follow the code of conduct of the international Business Social Compliance Initiative (BSCI) respectively follow the conventions of the International Labor Organization (ILO).

- Exclusion of forced labor
- Prohibition of child labor
- Fair remuneration
- Fair working hours
- Freedom of association
- Prohibition of discrimination
- Health protection; safety at work
- Grievance mechanisms
- Dealing with conflict minerals in accordance with the OECD Guiding Principles

Environmental responsibility

For guidelines in this area, reference is made to established standards such as ISO 14001

- Treatment and discharge of industrial wastewater
- Dealing of air emissions
- Dealing with waste and hazardous substances
- Reducing consumption of raw materials and natural resources
- Dealing with energy consumption / efficiency

Ethical business conduct

The guidelines in this area follow the OECD Guidelines for Multinational Enterprises, the BSCI Code of Conduct and the United Nations Global Compact.

- Fair competition
- Confidentiality / data protection
- Respect for intellectual property rights
- Highest integrity standards and prohibition of all forms of bribery, corruption, extortion and embezzlement

5. Sustainable procurement

We are committed to sustainability in the supply chain, which means that for the benefit and success of all stakeholders, we give high priority to managing the environmental, economic and social impacts over the entire life cycle of products and services and expect the same from our suppliers.

KM Packaging GmbH

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