

Introduction

Polycompound is conscious of its social and environmental responsibilities. The principles for these responsibilities are set out in its corporate mission.

In addition to stringent compliance with applicable laws and the highest expectations in terms of the safety and quality of its own products, Polycompound places great importance on sustainability in all its activities, in the sense of achieving a balance between economic performance, social responsibility and consideration for the environment. As well as safeguarding employees, partners and the public, this specifically includes advocating social standards, respecting human rights and protecting the environment by avoiding emissions and conserving resources.

Polycompound has set itself the goal of ensuring compliance with these standards not only within the company, but also in its supply chains. Therefore, Polycompound expects its suppliers and service providers to comply with the principles set out in this Code of Conduct.

1. Integrity in business transactions

Polycompound expects its suppliers and service providers to act in accordance with the law and with integrity in business transactions at all times, paying particular regard to:

- strict compliance with national and international laws;
- refraining from any form of corruption, bribery and money laundering;
- adherence to the rules of fair competition, in particular the applicable antitrust and competition laws;
- observance of sanctions and embargo regulations;
- respect for intellectual property and the protection of confidential data and information.

2. Product quality and safety

Polycompound expects its suppliers and service providers to exercise the utmost care in the manufacture and supply of products and the delivery of services, paying particular regard to:

- the fulfilment of all legal and contractually agreed quality and safety requirements;
- the obtaining and provision of all registrations, licences and permits required for the provision of services;
- the safe handling of hazardous materials, mixtures and substances.

3. Occupational health and safety

Polycompound expects its suppliers and service providers to protect the health of their employees, paying particular regard to:

- ensuring a safe working environment;
- providing suitable protective practices and training;
- prioritising health and safety aspects when planning work processes;
- carrying out all required maintenance and servicing work on a regular basis.

4. Human rights and social standards

Polycompound expects its suppliers and service providers to recognise the United Nations Universal Declaration of Human Rights and to ensure decent working conditions at their business locations, paying particular regard to:

- the prohibiting of all forms of child labour;
- the prohibiting of all forms of forced or involuntary labour, exploitation, slavery, servitude and human trafficking;
- the fair treatment of employees and the prohibiting of all forms of aggressive or inhuman treatment (physical abuse, threats etc.);
- the prohibiting of all forms of discrimination or harassment of employees;
- ensuring social and minimum standards, including legally compliant wages and working hours as well as respecting the freedom of association.

5. Environmental protection

Polycompound expects its suppliers and service providers to actively contribute towards protecting and improving the environment, including:

- complying with all environmental laws, guidelines and standards;
- the safe handling of hazardous materials, mixtures and substances;
- making a continuous effort to source environmentally friendly solutions when defining manufacturing processes, using resources efficiently, and reducing waste and emissions.