

# Code of Conduct for Suppliers and Service Providers

## Preamble

EKT GmbH & Co KG and its Czech subsidiary EKT CZ k.s. are committed to sustainable and responsible business practices - in the interests of the respective company, the employees and the general public. As a medium-sized plastics processor, we are a part of society in all the regions in which we operate. Compliance with applicable laws and regulations of the respective countries are the basis of our cooperation. Furthermore, we respect the cultural, social, political and legal diversity of societies and nations. Our values are laid down in our corporate policy. It is an obligation for all employees for their own actions within the company and externally.

We expect our suppliers to behave in accordance with our principles of social responsibility. In all business activities within their own sphere of influence, suppliers should work towards ensuring that their business partners and suppliers also recognise these principles.

This Supplier Code of Conduct is based on the principles of the United Nations Global Compact and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. EKT GmbH & Co KG will pursue violations of this Code of Conduct. The aim is to jointly improve the situation in order to meet the requirements of the Code of Conduct. EKT GmbH & Co. KG and EKT CZ k.s. reserve the right to take appropriate measures in the event of violations, up to and including termination of the business relationship.

## 1. Social and human rights

For EKT GmbH & Co KG and EKT CZ k.s., respect for internationally recognised human rights is the basis of all business relationships. We expect our suppliers to comply with the principles of the Code of Conduct and not to commit or be involved in any human rights violations.

- **Prohibition of child labour and forced labour**

We expect our suppliers to comply with the minimum age defined by the International Labour Organisation (ILO) and to observe the respective governmental employment permits. We also expect that all forms of forced labour are rejected.

- **No discrimination**

We expect our suppliers to select employees based solely on their qualifications and skills and to ensure equal opportunities in recruitment and employment.

- **Remuneration and working hours**

We expect from our suppliers that the remuneration and benefits correspond at least to the legal minimum wage and that the legal working hours or official working time regulations of the respective country are observed.

- **Freedom of association**

The fundamental right of every employee to join workers' organisations must be recognised by our suppliers.

- **Occupational health and safety**

We expect our suppliers to value a safe and hygienic working environment. This should always at least meet the national standards of the respective country.

## **2. Environmental protection**

We expect our suppliers to comply with the applicable environmental laws, standards and other regulations. Environmental pollution and hazards are to be minimised and environmental protection in daily business operations is to be continuously improved.

EKT GmbH & Co KG will give preference to those suppliers who are committed to preserving and protecting the environment through energy conservation, recycling, proper waste disposal and environmental clean-up.

## **3. Dealing with information**

We expect that the protection of sensitive information is guaranteed by our suppliers. In addition, the obligation to maintain confidentiality must be observed.

## **4. Prohibition of corruption and bribery**

We expect our suppliers to reject any form of corruption, including extortion and bribery. This includes, among other things, the granting or acceptance of advantages (e.g. gifts, invitations or other benefits) outside the legally permissible framework. In addition, we expect that fair competition is just as important for our suppliers as it is for us. Within our company, we ensure this through a compliance guideline and a responsible compliance coordinator.

**5. Contact person for the Code of Conduct**

Suppliers or service providers may also contact the Compliance Coordinator of EKT GmbH & Co. KG in confidence regarding possible misconduct and to clarify any suspicion of material violations of this Code of Conduct.  
 ( [Compliance@ekt.tech](mailto:Compliance@ekt.tech) ).

**6. Compliance with the Code of Conduct for Suppliers and Service Providers**

Expectations are seen as the basis for making the business relationships between us and our partners successful. We expect our suppliers and other business partners to behave in accordance with national laws and ethically, in line with this Supplier Code of Conduct.  
 Compliance with this Code of Conduct can be checked at our supplier's by means of an audit. For this purpose, EKT GmbH & Co. KG will coordinate the scope, period and location with the supplier.

With his signature, the supplier undertakes to recognise and comply with all principles and regulations of the Code of Conduct in addition to the obligations arising from supply contracts.

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SUPPLIER:

Company stamp	Location	Date
1. signature	2. signature (optional)	
Name in block capitals	Name in block capitals	
Department / Function	Department / Function	

**References:**  
 UN Global Compact  
[www.unglobalcompact.org](http://www.unglobalcompact.org)  
 International labour standards  
<http://www.ilo.org/berlin/arbeits-und-standards/kernarbeitsnormen/lang--en/index.htm>