

Logo-Plastic AG Code of Conduct

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1 Introduction

This Code of Conduct sets out the values that Logo-Plastic AG is committed to upholding, including integrity, fairness, sustainability and other important ethical principles. The Code of Conduct is designed to ensure that Logo-Plastic AG fulfils its social responsibility towards its own company, employees, customers and suppliers, as well as towards the environment and society in general. The Code applies to all employees of Logo-Plastic AG and forms the basis of all business relationships. It is based on the principles set out in the UN Global Compact, the ILO Conventions, the UN Declaration of Human Rights and UN Guiding Principles on Business and Human Rights, the UN Conventions on the Rights of the Child and on the Elimination of all Forms of Discrimination against Women, the OECD Guidelines for International Business Enterprises and the Code of Conduct of the German Association for Materials Management, Purchasing and Logistics (BME).

The Code of Conduct has been developed to ensure that all employees of Logo-Plastic AG are aware of and adhere to the company's core values in their dealings with colleagues, customers, suppliers and other stakeholders.

It is the expectation of Logo-Plastic AG that its suppliers will also comply with the principles set out in this Code of Conduct. Furthermore, suppliers are required to ensure that these principles are communicated to their own sub-suppliers and that they do their utmost to promote compliance with these principles.

2 General ethical principles

Article 1 Compliance with laws and regulations

Logo-Plastic AG is firmly committed to ensuring that its business activities and decisions are conducted in accordance with all applicable rules and laws. Should the execution of any stage of our production, whether delivery or another, require official authorisation, we shall take the necessary steps to obtain it without undue delay.

Article 2 Compliance with fundamental business principles

At Logo-Plastic AG, we value honest, fair and mutually beneficial business relationships. These principles form the foundation of our company's approach to doing business, and we believe that they contribute to long-term stability and sustainability within our network of partners. In line with these principles, the company expects its suppliers to act correctly and transparently.

Article 3 Combating Corruption and Money Laundering

Logo-Plastic AG has a zero-tolerance policy towards any form of corruption. In all business dealings with external partners and state institutions, it is of the utmost importance to maintain strict separation between the interests of the company and the personal interests of employees on all sides. All business activities must be conducted impartially and without the undue influence of extraneous considerations or personal interests.

It is the policy of Logo-Plastic AG that neither the company nor its employees shall offer, promise, demand, grant, approve or accept any gifts, payments, invitations, services or other personal benefits

in business dealings if this could improperly influence a business relationship or jeopardise the independence of business partners.

It is permissible to offer low-value gifts and to extend invitations to appropriate business meals and events, provided that they are organised by the company itself or by business partners. All offers and invitations must be made in accordance with applicable laws, customary business hospitality practices, local custom and courtesy.

Logo-Plastic AG is committed to ensuring compliance with all applicable international standards and laws in connection with the fight against corruption, money laundering and terrorist financing.

Article 4 Fair competition

Logo-Plastic AG is committed to fair competition and adheres to all applicable laws and regulations governing fair trade practices, including those relating to antitrust and other competition laws. In business interactions, Logo-Plastic strictly prohibits any agreements or activities that may artificially influence prices or conditions, divide sales territories or customer bases, or otherwise impede free and open competition. Furthermore, any agreements between customers and suppliers that may unduly restrict customers' autonomy to set their resale prices and other terms and conditions are prohibited.

Article 5 Respect for commercial and trade secrets

It is the duty of every employee to respect and uphold the confidential nature of the business and trade information entrusted to them by our business partners. Any confidential information or documents will not be disclosed to third parties or made accessible to third parties in any other way without explicit authorisation.

Artikel 6 Product information and safety

It is the policy of Logo-Plastic AG to provide customers and the public with truthful information about its products. This information will be based on the best knowledge and belief of our organisation and will comply fully with all relevant national and international regulations and standards. We also undertake to develop, produce and distribute products that comply with the applicable safety standards. It is the expectation of Logo-Plastic AG that all relevant information will be passed on directly and unfiltered by suppliers.

Artikel 7 Compliance with international export restrictions

At Logo-Plastic AG, we comply with all applicable export restrictions at the national and international levels. As such, we do not supply any goods to countries, organisations or persons included on a published list of embargoes issued by Switzerland or the EU.

3 Social responsibility

Article 8 Respect for human rights

Logo-Plastic AG is committed to respecting and supporting internationally recognised human rights standards. As a signatory to the United Nations Global Compact, we are dedicated to aligning our business practices with these principles. The company has established a process for regular review and assessment of the impact of its activities on human rights.

Article 9 Prohibition of forced labour

Logo-Plastic AG is firmly opposed to any form of forced labour. Forced labour is defined as any type of work or service that is performed under threat of sanctions if the desired results are not achieved or if the terms of employment are not freely accepted. Migrant workers are entitled to the same working conditions as those offered to locally recruited workers.

Article 10 Ban of child labour

Logo-Plastic AG is fully compliant with all national laws and regulations concerning children's rights, including those set forth in the Convention concerning the Minimum Age for Admission to Employment (Convention 138 of the International Labour Organization) and the Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labor (Convention 182 of the International Labour Organization).

Logo-Plastic AG employs young people under the age of 18 and over the age of 15 (or those who have not yet completed their compulsory schooling) for the completion of an apprenticeship or a temporary 'summer job'. Logo-Plastic AG takes appropriate measures with regard to the special need for protection of young people.

Article 11 Prohibition of discrimination

Logo-Plastic AG is committed to promoting fairness, gender equality, integration and accessibility. As an open and diverse society is essential to our business, we oppose any form of discriminatory behaviour that contravenes the applicable rights and laws. In particular, any form of discrimination against employees (e.g. in terms of employment, remuneration, overtime, training, promotion, dismissal or transfer) on the basis of gender identity, race, colour, ethnic or cultural origin, nationality and/or immigration status, disability, religion or belief, age, trade union membership, political opinion, marital status, pregnancy or sexual orientation is prohibited.

At Logo-Plastic AG, we respect the right of employees to associate freely and collectively bargain. We prohibit any form of intimidation, harassment, retaliation or violence against trade union members and representatives.

In its marketing and communication activities, Logo-Plastic AG is committed to ensuring that no form of discrimination based on gender or race is tolerated.

Article 12 Health protection

It is the policy of Logo-Plastic AG to provide a safe and healthy working environment in compliance with applicable legislation, industry standards and international standards. The company is committed to ongoing improvement and development to ensure these standards are met. The company keeps its employees informed of potential risks associated with their work activities and ensures they have access to safe and healthy working conditions. Logo Plastic AG has implemented a number of measures to prevent accidents, injuries and occupational illnesses, and to minimise residual risks.

Article 13 Remuneration and Working Hours

Logo-Plastic AG respects the right of its employees to freedom of association and ensures that all applicable laws and regulations regarding minimum wage, holiday pay and time off, as well as social benefits, are complied with. Logo-Plastic AG is dedicated to achieving gender pay equality and to ensuring that all personnel performing similar roles are remunerated equitably. To guarantee that all personnel engaged in similar roles are remunerated equitably, regular audits are conducted using recognised methodologies. Our working hours are in compliance with the International Labour Organization Convention and national legislation. In compliance with the relevant legislation, overtime is remunerated at the prevailing rate or with a bonus payment.

In the event of disciplinary proceedings, no salary deductions will be levied. Furthermore, Logo-Plastic AG does not require any advance payments or commissions for employment or work equipment.

Artikel 14 Datenschutzz

At Logo Plastic AG, we consider data protection to be a matter of the utmost importance. Data protection is integrated into all business processes. Personal data is always treated in accordance with the relevant data protection legislation and with the utmost confidentiality.

4 Environment

Article 15 Commitment to sustainability and circular economy

Logo-Plastic AG is firmly committed to environmental protection for both the present and future generations. The company complies fully with all legislation enacted to protect the climate and the environment. It also actively encourages environmentally conscious behaviour among its employees and implements additional measures to protect the climate, going beyond the requirements of the law. It exercises due diligence in the utilisation of raw materials, biodiversity and sustainable land management practices, and supports initiatives that align with the principles of the circular economy.

Article 16 Use of energy and water

Logo Plastic AG is committed to operating in an environmentally responsible and efficient manner, with the goal of contributing to the protection of the environment. This is achieved by reducing the consumption of raw materials and energy, optimising the consumption of natural resources and reducing waste and other emissions throughout the life cycle of our products.

Article 17 Handling waste and hazardous substances

In order to reduce its environmental impact, Logo-Plastic AG has implemented a system to control energy and water consumption in order to reduce its carbon footprint and prevent chemical pollution.

5 Application and compliance

Article 18 Implementation of Code of Conduct

This Code of Conduct is supported by a set of guidelines, processes, plausibility checks and controls. The management team is available to answer any questions you may have about how this Code of Conduct is being followed.

Article 19 Transfer of the Code of Conduct to Suppliers

It is the expectation of Logo-Plastic AG that its suppliers will comply with the provisions set out in this Code of Conduct. Alternatively, they should demonstrate that they adhere to equivalent social, ethical and environmental standards.

Logo-Plastic AG reserves the right to require its suppliers to comply with this Code of Conduct and to request information on their compliance and implementation.

At Logo-Plastic AG, we consider a number of factors when selecting suppliers. In addition to quality, cost, and delivery, we assess their compliance with environmental protection, human and labour rights, occupational safety, anti-corruption, and bribery policies.

It is the policy of Logo-Plastic AG to require its suppliers to pay a living wage. This information is a critical element in our supplier selection process.

6 Reporting violations and grievances

Logo Plastic AG has introduced an internal reporting system to safeguard its employees in the event of any misconduct. The system permits anonymous reporting, guarantees independent, confidential and effective handling, and includes provisions for the protection of whistleblowers.

Should any employee of Logo-Plastic AG wish to submit an anonymous complaint, they may do so via the following contact details: <https://online-beratung.proitera.ch/>.

Should any external party become aware of a breach of this Code of Conduct, they are invited to contact our independent Complaints Office in confidence.

Contact details of complaints office: <https://online-beratung.proitera.ch/>.