

CODE OF CONDUCT FOR SUPPLIERS OF SEALWARE INTERNATIONAL DICHTUNGSTECHNIK GMBH

Basic principles

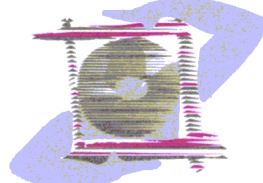
As an innovative sealing technology company, SEALWARE INTERNATIONAL stands for quality and a sense of responsibility. Our commitments extend far beyond our day-to-day business and are based on the highest ethical standards.

Our values are based on ethics, sustainability and corporate responsibility and cover ecological, economic and social aspects. We are guided by the principles of the UN Global Compact and the voluntary initiative of the plastics industry. Our actions are intended to strengthen the trust of society and form the basis for long-term success.

Our sustainability strategy aims to promote a balance between ecological and socio-economic interests and actively support the development of a sustainable society. Reliable partnerships and long-term cooperation with our suppliers are essential to this. We expect our partners to be committed to the same standards of corporate responsibility and to adhere to these throughout the entire supply chain.

Compliance, ethical behavior and good corporate governance

- Compliance with all relevant commercial laws and regulations, including antitrust and commercial law.
- Gifts, invitations or hospitality may only be given within appropriate limits and must comply with company guidelines.
- Promotion of sustainable business practices and compliance with ESG standards within the company and in the supply chain.
- Prohibition of bribery, corruption, extortion and embezzlement.
- Introduction and continuous improvement of a reliable and transparent management system to ensure quality standards.
- Ensuring fair competition and avoiding conflicts of interest.



Social and labor law aspects

- No discrimination based on disability, state of health, origin, religion or belief.
- No use of security services whose practices are inappropriate.
- Support for freedom of association and fair remuneration.
- Compliance with local minimum wages and working hours as well as fair remuneration in accordance with regional standards.
- Respect for human rights and renunciation of forced or child labor; this obligation is demanded of upstream and downstream partners.
- Ensuring responsible sourcing, especially of conflict minerals.
- Promoting a respectful working environment without discrimination.
- Responsible use of water and avoidance of environmentally harmful practices.
- Protecting the privacy and intellectual property of all employees and business partners.

Environmental and safety aspects

- Protecting the health of our employees and the community and complying with applicable health and safety regulations.
- Minimizing emissions and waste and using resource-saving technologies.
- Ensuring environmentally friendly production, procurement and disposal to protect the environment.
- Protecting biodiversity and respecting the land rights of local communities.

Assessments / audits

- To ensure compliance with these standards, SEALWARE INTERNATIONAL may conduct assessments and audits, either by SEALWARE employees or independent auditors.
- All suppliers agree to participate in these assessment activities and to provide the required documentation.

October 24th, 2024