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1 Principles on corporate responsibility, anti-corruption policy as well as code of conduct and ethics escalation policy

Compliance with ethical values is necessary for long-term economic success. This includes treating each other fairly and acting within the framework of the specified standards in everyday business.

We consider the success of our customers to be the key to achieving long-term and sustainable business success and see it as a matter of course to meet the requirements of all stakeholders.

The management is responsible for a sustainable corporate strategy and its corresponding implementation. Integrity and compliance with laws and ethical principles are essential elements in maintaining the authenticity of our company (ethical and socially responsible manner).

In combination with the management principles and quality, safety and environmental guidelines, standards and directives are defined that ensure respectful and dignified treatment of our employees, safe working conditions and a sustainable approach to the environment.

The Code of Conduct contains the following:

- how our management assumes its responsibilities,
- how we treat our employees and colleagues with each other,
- how we deal with our suppliers and
- how we behave in our dealings with communities and the environment.

Every manager and every individual employee is responsible for behaving in accordance with this Code. The behavior of our managers serves as a role model, as they exemplify the principles of conduct and are committed to them in every situation.

2 Human rights

We respect and promote the dignity of every human being and are committed to the protection and observance of international human rights. It is a matter of course for us not to use child labor and to reject all forms of forced labor. We do not tolerate any working conditions that conflict with international or local laws and practices.

3 Discrimination

We do not tolerate any form of discrimination in recruitment, remuneration, training opportunities, promotion, dismissal or retirement on the grounds of race, ethnic origin, gender, age, marital status, religion or belief, disability, pregnancy, sexual orientation, trade union membership or political party affiliation of our employees and naturally also require our employees to take a firm stand against such discrimination.

4 Disciplinary measures

We strongly oppose the use of corporal punishment, mental or physical coercion and verbal insults.

5 Appreciation and respect

We treat each other with respect and appreciation. This means that we support each other, listen to each other, work together and not against each other and offer practical help. We do not speak negatively or disparagingly about other people, nor do we denigrate or hurt others.

6 Motivation and further training of employees

We consider motivated employees and their identification with the goals of our company to be a key success factor. The development of our employees is particularly emphasized. We focus on job-related

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training and further education that can be applied within the company as well as the development and promotion of future management potential.

7 Health & Safety

The health and safety of our employees is protected to the highest degree by providing a healthy and safe working environment. By complying with the safety regulations applicable in our company, each individual ensures a safe and healthy working environment.

8 Compliance with antitrust and competition law rules

With our high-quality products and services, innovative solutions and our reliability, we compete openly and fairly on the global markets. We do not engage in any illegal and/or criminal practices, such as bid rigging, which exclude, distort or restrict competition.

9 Conflicts of Interest & Bribery/Corruption

All our employees avoid situations in which their personal or financial interests conflict with those of the company. Our employees unequivocally distance themselves from requesting, accepting and accepting unjustified or illegal advantages that can influence business decisions or transactions. Likewise, none of our employees will offer, provide or attempt to provide improper advantages to business partners, their employees or other third parties in business activities of any kind or make agreements in this regard.

10 Protection of assets & confidentiality

Each individual is expected to protect the company's tangible and intangible assets, to treat trade and business secrets and customer-related business information confidentially and to comply with the applicable data protection principles.

11 Suppliers

We have high expectations of our suppliers and require them to adhere to the same strict principles in the conduct of their business, particularly in the treatment of employees, that we apply ourselves. As an importer, we pay attention to the exact designation and classification of goods and raw materials, the exact indication of their value and the country of origin. Local customs and import laws, regulations and procedures of state authorities are expressly observed.

12 Environment & Recycling

As a manufacturer of plastic parts, we are committed to nature. We protect our environment with state-of-the-art facilities. Every employee plays their part in ensuring that high-quality products are produced using environmentally friendly processes, including the responsible use of energy as a resource.

13 Social Commitment

We expressly acknowledge our responsibility as citizens of the community in which we operate our business and we are committed to open communication with all authorities and social and public interest groups.

14 Observance

This Code of Ethics and Conduct has been approved by the management and brought to the attention of all employees. Our employees adhere to this Code without exception in the performance of their duties.

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Questions regarding its application or interpretation as well as reports of potential violations are directed to the respective line manager.

15 Actions in case of non-compliance

Procedures, practices or actions by employees that are inconsistent with this Code must be corrected and will result in disciplinary action. Depending on the severity of the violation and history (e.g. repetition), this may result in a warning, reprimand or even dismissal.

If suppliers or other business partners do not adhere to the guidelines, this would be discussed with the supplier and remedial action urged. Depending on the severity of the violation and previous history (e.g. repetition), it may also lead to termination of the business relationship.

If employees, suppliers or other business partners of the APINEX Group violate the rules or their behavior gives cause for concern, the management must be informed immediately.