GREIWING
logistics group®

CODE OF CONDUCT

1 WHO WE ARE

The GREIWING logistics group is a medium-sized family company in which social interaction constitutes the centre of our actions. As a commercial enterprise, we not only seek to overcome the challenges of sustainable transformation, but also to recognise and benefit from the opportunities it offers. This means that social, ecological and economic principles are taken into account equitably in everyday life and when making decisions. Protecting people is a key focus for us, both within our group of companies as well along the entire supply chain.

This Code of Conduct sets out the resulting values and conduct which apply and are practised at the GREIWING logistics group. It serves as a guideline for morally, ethically and legally impeccable conduct and as a point of reference for making decisions in critical situations that arise in everyday work.

Responsible and ethically impeccable behaviour towards employees, external stakeholders and the environment is a matter of course for the GREIWING logistics group. This also applies to compliance with all local, national and international laws and regulations.

All employees, managers and subsidiaries are obliged to comply with the rights and obligations relevant to them as well as the provisions of this Code of Conduct, whereby managers have a particular role model function. This Code of Conduct also applies to stakeholders of the GREIWING logistics group who have signed it.

If risks arise, the companies of the corporate group strive to find joint solutions and minimise or eliminate the identified risks. In the event of continuing violations or refusal to improve, the GREIWING logistics group pursues a zero-tolerance policy towards unethical conduct, corruption, violations of human rights as well as child and forced labour.

2 OUR RESPONSIBILITIES

Ecology

- The negative impact on biodiversity, the climate crisis and water scarcity must be reduced, minimised and, where possible, avoided.
- To achieve this, a responsible environmental management system that promotes that promotes and monitors the above-mentioned objects must be implemented. Alongside management systems in accordance with the ISO 14001 and 50001, which ensure the continuous improvement of environmental and energy management, collaboration with national or international initiatives can help to achieve this.
- If the consumption of resources is unavoidable, they must be used efficiently. The aim is to reduce water consumption and the resulting emissions. Circular systems and energy-efficient technologies must be strengthened.
- Safety and environmental friendliness should be ensured throughout the entire supply chain as should the highest product and service quality, whereby applicable standards and requirements must be strictly adhered to. Due to its specialisation, the GREIWING logistics group places particular importance on preventing the release of granules into the environment. It is therefore a member of the voluntary Operation Clean Sweep (OCS) initiative to minimise pellet losses in the plastics industry. Accordingly, direct upstream and downstream members of the supply chain are also required to implement appropriate preventive measures.

Social

- We treat everyone with appreciation and mutual respect, regardless of their hierarchical level. We respect all employees equally, regardless of gender, age, ethnic origin, skin colour, culture, sexual orientation, financial or family status, pregnancy, physical or psychological characteristics, disability, religious affiliation or political opinion. We value behaviour characterised by tolerance in which the dignity of each individual person is recognised and respected. Harassment, bullying and intimidation are not tolerated.

- The GREIWING logistics group attaches great importance to safe and healthy working conditions for all employees; these are continuously developed and kept to the highest possible standard. All laws and regulations relating to health and safety at work as well as employee rights must be complied with. These also include the UN Convention on Human Rights and the requirements of the International Labour Organization (ILO). This applies in particular, but is not limited, to temporary employment services.

- The protection and safety of employees in the company as well as of the entire supply chain and all stakeholders are at the heart of our actions, with the aim of avoiding accidents and injuries and maintaining health in the long term. Management systems such as ISO 45001 can ensure systematic health and safety concepts as well as continuous development.

- Compliance with the prescribed minimum wage and the prescribed working hours must be ensured in accordance with statutory requirements or higher (industry-specific) standards.

- Leave days as well as maternity and parental leave must be granted at least in accordance with the statutory requirements.

- Freedom of association and assembly as well as the right to collective bargaining must be respected.

- Respect for international human rights must be ensured and promoted. Slavery, forced and child labour are prohibited. Upon request, suppliers must provide evidence of compliance with social standards or certifications.

Economy

- All parties involved in the business processes of the GREIWING logistics group should conduct business in accordance with ethical, fair practices and comply with all applicable laws and regulations, especially with regard to competition law. The latter includes agreements between companies that restrict or prevent competition as well as price fixing and prohibited market sharing.

- All forms of bribery, corruption, tax evasion, gifting and money laundering are prohibited. Our business relationships should be based solely on objective criteria – in particular, sustainability, quality, reliability and competitive prices. Our employees may not offer or grant any benefits to stakeholders in order to influence their decision-making. Our employees are also prohibited from demanding or accepting such benefits in connection with the initiation, awarding or processing of an order.

- Situations or circumstances that could give rise to conflicts of interest with the GREIWING logistics group must be avoided. Should they nevertheless occur, this must be reported immediately to the relevant company of the corporate group. However, if an employee is affected by a conflict of interest in which the interests of the company conflict with their own interests, this must be reported promptly to the relevant line manager in order to create a swift resolution. Alternatively, the company management can be contacted directly, or a report can be made anonymously via the whistle-blower system.

- The privacy as well as confidential and personal data of all stakeholders of the GREIWING logistics group must be protected at least in accordance with the statutory data protection requirements. Intellectual property and trade secrets must be protected against misuse, theft, fraudulent intent and unauthorised disclosure. All employees are obliged to keep the data protection regulations, business and trade secrets as well as the personal data entrusted to them confidential. We do not communicate information about stakeholders of the GREIWING logistics group externally unless it is publicly available information or it is mandatory to pass on such information (e.g. duty of disclosure to authorities)

- All information and communication systems must be protected against manipulation and unauthorised access. At the same time, their availability must be ensured.

- Corresponding management systems must be implemented to suitably monitor compliance with laws, regulations and standards.

- All stakeholders are required to provide the GREIWING logistics group with information and documents that are needed in order to comply with applicable laws, regulations and publication obligations.

- Other parties in the supply chain, especially companies directly upstream and downstream, should take reasonable precautions not to use materials whose purchase directly or indirectly finances groups that violate or ignore human rights.

3 VIOLATIONS AND CONSEQUENCES

Breaches of the Code of Conduct will not be accepted. Failure to comply with the provisions of this Code of Conduct may result in serious consequences, ranging from internal measures to criminal consequences for the employees concerned, the company or third parties. Employees of the GREIWING logistics group as well as those of suppliers, subcontractors or customers may be subject to fines or indemnification payments, job loss or even imprisonment because of violations. The company concerned may not only be subject to high fines but also suffer considerable damage to its image.

4 WHISTLE-BLOWING

If people of the GREIWING logistics group or its stakeholders have concerns, become aware of potential violations of the law, or observe or suspect violations of the contents of this Code of Conduct, they can report them either in person or via an anonymous whistle-blower procedure. The system forms a protected framework so that the whistle-blower does not have to fear any consequences in connection with the disclosure.

Access to the whistle-blower system, which is operated by an independent provider, can be found in the contact areas on the websites of the companies of the GREIWING logistics group and in the internal GREIWING app for employees.

This Code of Conduct enters into force immediately upon signature and applies indefinitely. The company management is responsible for implementing and complying with the regulations.

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