**CODE OF CONDUCT AND ETHICS FOR OUR SUPPLIERS**

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**electroplast group**

**Our values**

The leading team of the Electroplast Group wants to be an example to all their employees and business partners regarding sustainable and fair trading. We are committed to the principles of the UN Global Compact and want to implement those into economical trading.

We encourage all of our partners to join us and commit to complying with the Code of Conduct and Ethics.

The compliance with the Conduct of Ethics is a crucial part of our general contract conditions and is a requirement for a safe business relationship.

1. ***Social responsibility – Human rights and fair work conditions***

We commit to the generally recognized human rights in particular the European Convention of Human Rights and the United Nations Universal Declaration of Human Rights. We decline the violation of human rights in our company, our entire sphere of influence as well as our supply chain, by adhering to the following principles:

* Not to be a complicit in human rights violations
* No employment of forced workers
* No employment of children or of those in need of protection
* Recognition of the right to freedom of association
* Adequate remuneration and compliance with legal and industry rules regarding minimum wage, working hours and holiday entitlement
* Compliance with safety and health regulations and standards in the workplace and taking appropriate preventive measures to avoid occupational accidents
* Promote further training and career planning
* Fair payment
* Equality between men and women
* No form of discrimination, unequal treatment or harassment. This applies in particular in regard to religion, skin color, political views, sexual orientation, gender, age, origin, nationality and pregnancy.
* The personal dignity, privacy and personal rights of each individual must be respected.
* No illegal eviction, no illegal deprivation of land, forests, waters

We want our partners in the supply chain to acknowledge and respect these human rights as well.

1. ***Environmental protection / Sustainability***

We feel the responsibility to protect our environment and find certain measures to reduce the consumption of resources. The goals to reduce our ecological footprint are set yearly and the goal achievement is published in a sustainability report.

We adhere to the following principles:

* Introduce or strive to introduce environmental protection management systems such as ISO 14001 or equivalent systems
* Ongoing reduction in air emissions, greenhouse gas emissions
* Ongoing reduction in resource consumption
* Ongoing waste reduction
* Reduction of wastewater disposal
* Compliance with waste disposal laws
* Compliance with REACH & RoHS, POP directives and conventions
* Use of environmentally friendly, recyclable packaging materials
* Use of wood-based packaging materials, where possible, exclusively with the FSC seal
* Use of packaging materials only to the extent necessary to protect the products.
* Rejection of animal testing and exclusion of animal testing throughout our supply chain.

We expect our suppliers, who commit to these legally established environmental protection laws and regulations to implement those throughout their entire supply chain as well.

1. ***Corporate integrity***

We deny any form of corruption, including blackmail and bribery. We fight against money laundering and fraud.

The Electroplast Group acts as a company by obeying all laws, regulations and norms and we expect such behavior from our employees and our business partners.

We refuse all agreements restrictive of competition and support a free and fair competition. We comply with competition and antitrust regulations. We expect these from our business partners as well.

We adhere to the following principles:

* Compliance with applicable laws and standards
* Compliance with antitrust and competition law
* Implement responsible marketing
* Reject any form of
* Corruption
* Bribery
* Coercion
* Inappropriate influence
* Inappropriate influence avoiding conflicts of interest

We expect our suppliers to perceive these principles and implement them throughout their entire supply chain as well.

1. ***Public appearance & data protection***

We always act friendly, respectfully and cooperatively towards our customers, suppliers and other business partners.

We unconditionally implement the Austrian General Data Protection Regulation, which is based on EU rules. All personal data is, according to legal requirements, collected, processed and saved. Our employee´s data is treated confidentially and only submitted for internal processing. We make sure that all personal data is reliably secured against unauthorized access.

Our business and trade secrets are secured from unauthorized access through third parties.

We adhere to the following principles:

* Compliance with data protection laws
* Protection of all acquired information and data
* Protection from unauthorized persons
* Access
* Abuse
* Disclosure

We expect our suppliers to perceive these principles and implement them throughout their entire supply chain as well.

Violations of this code of conduct or parts of it can be reported anonymously via the ombudsman page on our homepage or at the following locations:

 **Sonja Kraut** Head of Staff and Compliance

 kraut@electroplast.at

**Christian Angerbauer** Compliance Chairman

c.angerbauer@acecon.at

**Peter Raffetseder** Ombudsman

raffetseder@assistenz.at

Hermann Kunesch

(Managing director Electroplast) (Supplier)