



RSHPOLYMERE

... or are you still using prime virgin?

Code of Conduct

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1. Introduction

Founded in 1991, the family-owned company RSH POLYMERE has become a recognized partner of trade and industry for plastic granulates and compounds based on recyclates in Germany and abroad thanks to its quality, solidity and flexibility. We aspire to be a fair, reliable and law-abiding partner for all our business partners as well as for our employees and we are committed to complying with the law and contracts. Our Code of Conduct sets out this claim for the individual areas of our business activities and establishes certain irrevocable minimum requirements as binding guidelines. The RSH-Code of Conduct describes the standard by which we measure all our activities and are happy to be measured.

RSH POLYMERE is committed to ecologically and socially responsible corporate governance. We also expect our employees to observe the principles of ecological, social and ethical behavior and to integrate them into our corporate culture. We expect the same behavior from all our suppliers and their employees. We strive to continuously optimize our business activities and our products in terms of sustainability and ask our suppliers to contribute to this in the sense of a holistic approach. The management expects each individual employee, in particular, the managers of RSH POLYMERE to strictly adhere to and actively promote the principles and values of this Code of Conduct. These form the basis and value foundation of our daily decisions and provide practical guidance and advice. They help to recognize misconduct and grievances and to react appropriately.

2. Principles

RSH POLYMERE upholds the principle of absolute compliance with the law in all its activities, actions and measures. Every employee has a duty to comply with applicable laws and regulations. We make every effort to treat our employees and the people along our supply chains fairly.

The protection of the environment, compliance with internationally recognized human rights and labor and social standards are of particular importance to us. These form the basis of our daily actions and are an essential part of our corporate culture. We adhere to legal competition rules and condemn any form of corruption or bribery.

As a company in the recycling industry, sustainability is particularly important to RSH POLYMERE. As a certified waste management company, we actively promote the circular economy and, with our activities and our recycle-based products, play a key role in the implementation and success of the EU Commission's "Green Deal" and the German Climate Protection Act.

We protect our company's confidential information and that of our business partners. Data protection and data security as well as the protection of our company's property and assets and those of our business partners are of particular relevance to us.

These requirements, which are standardized and defined in our Code of Conduct, reflect our social and ecological responsibility and our commitment to ethical business conduct, to which we are expressly committed and which shape our daily actions. We expect the same commitment from our suppliers, which is important when selecting new suppliers, but also for existing supplier relationships.

3. Social responsibility

We are committed to our social responsibility and would like to ensure with the following rules and regulations that our daily actions are always in accordance with internationally recognized human rights and existing labor and social standards.

3.1 Human rights

The internationally recognized human rights from international conventions such as the United Nations Universal Declaration of Human Rights, the Guidelines on The Children's Rights and Business Principles and the United Nations Guiding Principles on Business and Human Rights are expressly endorsed and supported.

3.2 Exclusion of forced labor

RSH POLYMERE rejects any form of forced labor, slave labor or comparable work. All work must be voluntary and without threat of punishment. Employees must be able to terminate their work or employment relationship at any time. Unacceptable treatment of workers, such as psychological hardship, sexual harassment and humiliation, must not take place and will not be tolerated.

3.3 Prohibition of child labor

Child labor is prohibited and may not be used in any phase of production. Our suppliers are required to comply with the recommendation of the International Labor Organization (ILO) conventions on the minimum age for the employment of children.

3.4 Equal opportunities and prohibition of discrimination

RSH POLYMERE expressly supports and actively promotes equal opportunities for all. Unequal treatment of employees in any form is not permitted unless it is justified by the requirements of employment. This applies, for example, to discrimination based on gender, national, ethnic or social origin, skin color, disability, health status, political conviction, ideology, religion, age, pregnancy or sexual orientation. The personal dignity, privacy and personal rights of each individual are respected.

3.5 Fair pay and remuneration

The right to fair and appropriate remuneration or compensation and other benefits (social benefits, vacations and others) is recognized for all employees. Remuneration for regular working hours and overtime shall at least comply with the respective national legal requirements.

3.6 Fair working hours

RSH POLYMERE complies with the applicable national laws and agreements on working hours and regular paid vacation. Working hours and overtime must not permanently exceed the existing national legal requirements.

3.7 Freedom of association

The right of employees to form and join organizations of their choice, to engage in collective bargaining and to strike is respected. Employees will not be discriminated against on the basis of founding, joining or being a member of such an organization.

3.8 Health protection and occupational safety

RSH POLYMERE attaches the highest priority to health and safety in the workplace. We are responsible for a safe and healthy working environment. By establishing and applying appropriate occupational safety systems and strategies in joint

cooperation with the safety officer, managers and employees, necessary precautionary measures are taken against accidents and damage to health that may arise in connection with the work. Employees are regularly informed and trained about applicable health and safety standards and measures.

3.9 Handling hazardous additives and conflict minerals

RSH POLYMERE only purchases raw materials for which either our upstream supplier has confirmed REACH-conformity or which, in the case of plastic waste, originate from the EU and are very likely to be REACH-compliant due to their origin. To ensure REACH conformity, we have our products tested for the relevant substances by an external laboratory at regular intervals. We have had confirmed the effectiveness of this system by a reputable consultancy firm. We are therefore authorised to issue a REACH certificate for our products.

RSH POLYMERE assures that neither hazardous additives nor conflict minerals such as tin, tungsten, tantalum and gold as well as other raw materials such as cobalt from conflict and high-risk areas are added in the production process. We expect our raw material suppliers to adequately fulfill their due diligence obligations to promote responsible supply chains for minerals from conflict-affected and high-risk areas in accordance with the OECD Guidelines.

4. Environmental responsibility

The protection of the environment and the improvement of living and environmental conditions as well as the environmental compatibility of our products are key corporate objectives of RSH POLYMERE. Compliance with national, European and international environmental standards and the issue of sustainability are of particular concern to us as a company in the recycling industry.

All emissions from operational processes (air and noise emissions, the release of energy) as well as the generation of waste water and waste are analyzed, monitored and constantly avoided or reduced as far as possible through measures and processes. The central theme of environmental protection is the conservation of resources combined with their effective use. Energy consumption is constantly monitored, documented and optimized via our energy management system in accordance with DIN EN ISO 50001:2018. To improve energy efficiency, we rely on the latest technologies in production processes and the regular implementation of process

optimizations. As part of modernization measures in the years 2020 to 2024, RSH POLYMERE replaced a large part of the production facilities at both sites with new, state-of-the-art and more energy-efficient systems. Investments were also made in improving occupational health and safety and reducing emissions and immissions. Regular and extensive training courses for our employees are designed to ensure that the topic of energy saving is always kept in mind in their daily work.

The topic of renewable energies is also particularly important to us. In 2023, for example, large-scale PV-systems were installed on the roofs of the production halls and warehouses to generate electricity.

As a recycling company, we deal with the issue of sustainability on a daily basis by giving plastic waste a new lease of life and returning it to the cycle as high-quality raw materials and replacing virgin plastic in various applications. RSH POLYMERE buys plastic waste and gives it a second/third/fourth... life in a new application. By returning the recyclable materials to industry, RSH POLYMERE makes an important contribution to the conservation and preservation of natural resources and the protection of our environment. Our site in Garstedt has been awarded the EuCertPlast certificate (in future RecyClass certificate) for the recycling of industrially used films into regranulates and is certified as a final recycler for plastic packaging and films in accordance with the German Packaging Ordinance.

This not only preserves and recovers high-quality raw materials, but also saves considerable amounts of Co2e. Co2e certificates are available or can be issued for all products in our product portfolio, covering the entire life cycle of the product. We strive to continuously develop our sustainability approaches.

5. Ethical business conduct

As a fair and responsible market participant and business partner, we comply with the law, legislation and contracts. In this context, the following principles apply to us:

5.1 Fair competition

RSH POLYMERE is committed to fair competition. We expect our employees to adhere strictly to applicable competition and antitrust laws. Accordingly, agreements and other activities in dealings with competitors that influence prices or conditions are prohibited. This includes the allocation of territories or customers,

agreements or the exchange of information on prices or price components, supply relationships and their conditions, capacities or supply behavior. Agreements between customers and suppliers that are intended to restrict customers in their freedom to determine their own prices and other conditions for resale are also expressly prohibited.

5.2 Prohibition of corruption

All forms of bribery, corruption, extortion and embezzlement are prohibited and are pursued with a zero-tolerance policy. No employee may accept, offer or grant bribes or other monetary benefits in the course of business activities.

5.3 Gifts and invitations

Gifts in the context of invitations or advertising measures that serve to promote business relationships or the presentation of products or services are permitted, provided they are in line with generally accepted business practices and do not exceed a reasonable level. They must be customary in business, must not have an unreasonably high value and must not be intended to influence business decisions in a dishonest manner. The acceptance of benefits in the form of invitations, gifts in kind or personal favors is only permitted if this is in line with generally accepted business practices, is appropriate in terms of the occasion and scope and is not likely to influence business decisions.

As a rule of thumb, benefits may never be accepted or granted that could create the impression of undue influence. Irrespective of criminal prosecution, RSH POLYMERE will take disciplinary action against such behavior.

5.4 Avoidance of conflicts of interest

Every employee is obliged to make business decisions exclusively on an objective basis. Private interests must not come into conflict with company interests. Any kind of conflict of interest must be avoided and, in case of doubt, reported immediately to the line manager.

5.5 Prohibition of money laundering

We only work with business partners who have integrity. No employee may undertake or tolerate actions that violate the applicable regulations against money laundering.

5.6 Protection of company property

RSH POLYMERE expects every employee to handle company property responsibly and with care. This includes facilities and objects as well as work equipment that are made available to employees in the course of their work. Company property must be protected against loss, damage, theft and unauthorized use. Company property may not be used for private purposes or removed from the company without prior consultation with the relevant line manager.

The intellectual property of our company and that of our business partners, such as know-how, copyrighted works and ideas, must also be respected and is company property worthy of protection.

5.7 Trade control laws

Every employee is obliged to observe the relevant trade control laws on the import and export of goods, services and technologies when exchanging goods, services and technologies across national borders.

5.8 Confidentiality

Confidential information of our company and that of our business partners is subject to confidentiality and may not be passed on to third parties without authorization. Third parties in this context may also be employees who do not belong to the authorized group of persons of confidential information. This obligation continues to apply even after termination of the employment relationship.

5.9 Data protection and data security

RSH POLYMERE attaches particular importance to data protection and data security. Personal data is only collected, processed or used by RSH POLYMERE in strict compliance with the relevant laws on data protection and information security and in compliance with the relevant official regulations.

Every employee is obliged to maintain the security of information and information systems, communication networks and network services to which they have access in the course of their work. Internal company information must be actively protected against access, manipulation or destruction by unauthorized persons, against espionage or sabotage and against unintentional alteration or loss.

6. Suppliers

RSH POLYMERE also expects its suppliers and their employees to act responsibly as part of a holistic approach and to respect the principles set out in this Code of Conduct. Regular on-site visits are made to our raw material suppliers. If violations of applicable laws or standards are identified or if a violation is suspected, the supplier is required to bring its conduct into line with the applicable provisions without delay. In the event that no remedial action is taken by the supplier within a reasonable timeframe, RSH POLYMERE reserves the right to terminate all contracts and end the business relationship with its raw material supplier.

7. Compliance

We encourage our employees to report to us any circumstances that indicate a violation of laws, internal policies or this Code of Conduct. If you have any suspicions or knowledge, you can contact the legal department or your line manager. You can also contact our internal reporting office in accordance with the German Whistleblower Protection Act. On the subject of data protection you can also contact our data protection officer.

All information is investigated, evaluated and, if necessary, the necessary measures are taken. All possible and necessary steps are taken to protect the confidentiality of the report and its content.

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