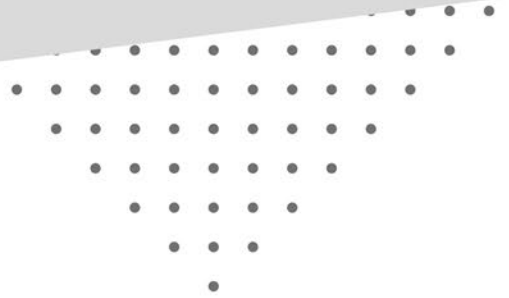
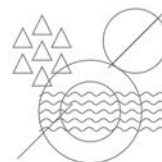
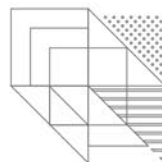
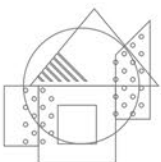


# MASTERPLAST



## MPG-SZ-BESZ-002 v 1.0 SUPPLIER CODE OF CONDUCT AND ETHICS

MASTERPLAST Group



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## 1 INTRODUCTION

### 1.1 *Our purchasing policy*

It is of paramount importance to the Masterplast Group to conduct ethical, socially responsible, and environmentally sustainable business activities. Accordingly, we are committed to ensuring that fair business conduct characterizes our collaborations with suppliers.

We strive for effective collaborations, long-term relationships and optimised processes in our purchasing to create a sustainable and responsible supply chain for our company.

The following aspects are the most important in our procurement practice:

- Appropriate quality
- Pricing
- Long-term partnership
- Geographical distance
- Sustainability aspects

The Company is committed to the highest standards of ethical business, social and environmental responsibility and expects the same commitment from its suppliers.

The Masterplast Group explicitly recognizes the Ten Principles of the UN Global Compact. We actively support these principles in our business activities by applying high ethical and moral business standards in the areas of human rights, labour standards, the environment and the fight against corruption.

These principles guide the main role in the relationship between Masterplast Group and its suppliers and are incorporated into the Supplier Code of Conduct and Ethics.

This means that our suppliers (including their corporate structures, employees, agents, subcontractors and sales partners) are required to keep all applicable domestic and foreign legal provisions.

In addition, in line with the UN Global Compact, we expect our suppliers to correspond to the following standards:

- Social standards - Respect for human rights and creating good working conditions for both workers and the community
- Environmental standards - Minimizing environmental impacts
- Corporate Governance Standards - Applying high ethical and moral business standards and comply with legislation (Compliance)

Masterplast reserves the right to verify compliance with the Supplier Code of Conduct and Ethics by the following methods: supplier self-declaration, third-party reporting, submission of certifications and the right to conduct on-site audits to ensure compliance with the Supplier Code of Conduct and Ethics.

The Supplier Code of Conduct and Ethics is an integral part of the contracts between the Masterplast Group, its suppliers and their subcontractors. The Masterplast Group reserves the right not to enter into a supplier contract, or suspend a contract with any party until that is found to comply with the Supplier Code of Conduct and Ethics.

The Company informs its suppliers electronically about the Supplier Code of Conduct and Ethics and its current electronic access path. In the event of a change in the Code, the Company sends an electronic notification to its suppliers. In addition, suppliers are obliged to regularly check for changes in the Code. By accepting the purchasing order, the supplier accepts the provisions of the Supplier Code of Conduct and Ethics and considers its compliance binding.

Masterplast prepares and makes the language variables of the Code in the countries where it has its own subsidiaries. In the case of other countries, – as accepted in international trade – Masterplast provides the English language variable.

## 2 SOCIAL NORMS

### 2.1 *Respect for human rights*

We expect our suppliers to support and recognize the United Nations Universal Declaration of Human Rights and to avoid human rights violations. If national legislation is in force, than a higher level of protection should be applied for workers.

### 2.2 *Health and safety*

We expect our suppliers to provide a healthy and safe working environment for their employees. It is the responsibility of suppliers to ensure that workers are able to do their tasks in a safe manner, using appropriate tools and practices. We expect to provide appropriate safety training and personal protective equipment for free to all employees. Suppliers have a key role to prevent accidents at work by assessing and managing risks and to ensure that appropriate medical care is available if an accident occurs. In addition, the relevant occupational safety and health law must be respected by the suppliers of the Masterplast Group.

### 2.3 *Prohibition of child labour*

The Company does not tolerate any form of child labour and, in this light, expects its suppliers to fully comply with the UN's rules on human and child rights. The employment of school-age children and children under the age of 15 years must be avoided in all cases, unless it is in the context of a government-approved on-the-job training or apprenticeship training that clearly serves the benefit of the participants.

If any of the Company's suppliers are found not to be in compliance with the relevant rules, the contract will be terminated immediately.

### 2.4 *Prohibition of forced labour*

The Masterplast Group convicts all forms of forced labour. We expect our suppliers not to use forced labour and not to use coercive practices against their employees, such as withholding wages, threats, violence, restriction of freedoms, etc. If any of the Company's suppliers are found not to be in compliance with the relevant rules, this will result in immediate termination of the contract.

### 2.5 *Respect and equal treatment*

The Masterplast Group expects its suppliers to ensure that everyone is treated equally and that no one is discriminated against on the basis of race, colour, sex, religion, age, disability, sexual orientation, nationality, ethnic origin, social status or political opinions. Equal treatment applies to all employment practices, including recruitment, remuneration, promotion, discipline and dismissal. In addition, the privacy and right to practise religion of all workers must be respected.

### 2.6 *Fair employment*

We expect our suppliers to comply with the laws and regulations in force regarding working hours, especially the maximum number of hours per day or week.

### 2.7 *Payment and benefits*

We expect our suppliers to pay their employees in accordance with the right to fair pay and to fully comply with the relevant legal requirements. In light of this, they should not pay their employees less than the applicable minimum wage and should compensate their employees appropriately for overtime. If workers have collective agreements, it is also expected from the suppliers to respect them.

### 3 ENVIRONMENTAL STANDARDS

#### 3.1 *Compliance with environmental rules*

We expect our suppliers to behave responsibly with regard to the environmental protection and the proper use of resources. We expect them to fully comply with all environmental laws and regulations for their operations, with particular regard to European Union sustainability regulations. In addition, we also expect them to cooperate with our company in relation to the future environmental projects, such as providing data for ESG reporting.

#### 3.2 *Handling hazardous substances*

When handling materials (raw materials, preparations and products) that are classified as hazardous to the environment, our suppliers must arrange for safe purchasing, labelling, handling, transporting, storing, recycling and/or disposal of such materials.

#### 3.3 *Responsible procurement of materials*

We do not have an obligatory requirement for our suppliers, but we give preference in the selection process to those who have a sustainability standard for their sourcing or production (e.g. ISO, OECD, etc.)

#### 3.4 *Energy efficiency*

The use of renewable energy sources is of paramount importance to the Masterplast Group, and in light of this we expect our suppliers to measure the emissions they generate in their operations, to strive to increase the proportion of renewable energy sources in their energy consumption, and to reduce their CO<sub>2</sub> emissions.

#### 3.5 *Protecting biodiversity*

We expect our suppliers to respect and protect humanity's natural resources. Suppliers are not allowed to purchase or supply such a products or goods to Masterplast Group that are produced by destroying natural habitats.

#### 3.6 *Minimise use of resources, the production of waste and emissions*

Suppliers must continuously strive to use resources more prudently and responsibly, and integrate this approach into their own supply chains, business operations and management. It is necessary to minimise, characterise and monitor the different types of waste emission to air, water and land.

#### 3.7 *Product safety*

The Masterplast Group is committed to providing safe and quality products and services. We expect our suppliers to help us meet this expectation. Suppliers must provide quality, safe and efficient goods and services that meet applicable consumer, industry standards and regulatory requirements.

### 4 CORPORATE GOVERNANCE STANDARDS

#### 4.1 *Compliance - legal compliance*

We are committed to overall legality and integrity. Accordingly, we expect our suppliers to comply with all applicable laws and regulations governing their operations, including labour, social security and environmental laws, as well as contractual obligations to avoid violations, evasion and deceptive practices. If the requirements of this Code differ from those set out in applicable local legislation, suppliers shall apply the higher standard.

#### 4.2 *Ethical business practices*

We expect our suppliers not to engage in unethical business practices, including bribery, corruption, fraud, tax evasion or abuse of power. We also expect fair behaviour and respect for fair competition in the market. In addition, we expect our suppliers not to actively engage in corruption, not to tolerate any kind of corruption, to consistently punish identified corruption, and to behave openly, honestly and accurately when working with Masterplast Group.

#### 4.3 *Insider trading*

Suppliers are obliged to exclude the disclosure of any non-public information about the securities of Masterplast Plc or any other company that could influence investors' decisions to buy or sell securities. In addition, in the possession of such information, they are obliged to suspend the purchase and sale of securities in order to avoid insider trading.

#### 4.4 *Money laundering*

Our suppliers must refrain from any money laundering activities. They must also ensure this within their supply chain.

#### 4.5 *Data protection*

Our suppliers must ensure that personal data is handled very carefully.

#### 4.6 *Incompatibility*

Suppliers must ensure—even without any specific request—that do not arise a conflict of interest between them and the Masterplast Group, or if such an incompatibility is discovered, they must terminate it and report it to the Masterplast Group.

## 5 REPORTING PROBLEMS

The supplier must provide an anonymous complaint solution for employees and subcontractors for reporting grievances. The supplier must protect the anonymity of the whistleblower and prevent any possible retaliation.

If a supplier is aware of any potential irregularities, possibly actions violating the present Code, or actions that are likely unethical or illegal, they have the opportunity to report these through the Masterplast Group's whistleblowing platform ([www.masterplastgroup.com](http://www.masterplastgroup.com)), which they may choose to do by providing their personal contact details or anonymously.