

## ECOMAL

### Code of Conduct

ECOMAL Europe GmbH and its affiliated companies of the ECOMAL Group in Europe are legally, socially and ethically committed to corporate management which takes responsibility for people and the environment. With this Code of Conduct, ECOMAL commits to compliance with applicable law, social and ethical standards as well as to responsible and sustainable behavior. In its dealings with suppliers and customers, as well as its own company employees, ECOMAL is committed according to the values of this Code to fair and honest collaboration with integrity. This Code of Conduct is the foundation of our corporate culture.

ECOMAL informs its company employees regarding the goals and behavioral principles of this Code of Conduct and obligates them to comply. Furthermore, ECOMAL promotes compliance with the values of this Code of Conduct with its suppliers, within the bounds of possibility.

#### **1. Range of Validity**

This Code of Conduct applies for all companies of the ECOMAL Group in Europe and their company employees.

#### **2. Compliance with Laws and Regulations**

ECOMAL complies with the respectively applicable, valid laws and relevant provisions as well as generally recognized standards in all business dealings and decisions.

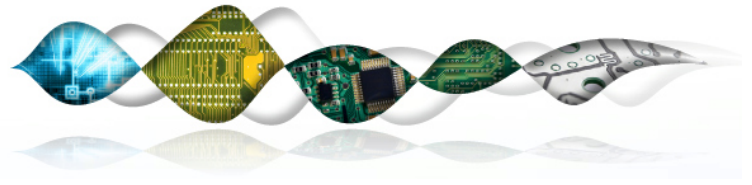
#### **3. Respect of Human Rights**

Internationally recognized human rights are explicitly respected and supported in their realization to the extent possible for ECOMAL as a distributor.

Personal dignity, personal privacy and other personal rights of the individual are respected.

ECOMAL is committed to maintaining equal treatment and equal opportunities for its company employees. No one may be disadvantaged nor favored or excluded on the basis of gender, age, nationality, skin color, origin, physical characteristics, appearance, sexual orientation or political or religious beliefs.

ECOMAL rejects all forms of child labor. ECOMAL does not hire any employees who cannot prove they are of the legal minimum age. Employees under 18 years of age are not employed for dangerous work and are subject to special protection.



ECOMAL rejects all forms of forced labor. Company employees may not be compelled to work, either directly or indirectly, by force or intimidation.

ECOMAL respects the fundamental right to association and assembly within the framework of the relevant national laws.

#### **4. Prohibition of Corruption and Bribery**

ECOMAL does not tolerate any form of bribery or corruption. The relevant anti-corruption laws are complied with. Company employees must ensure that no personal dependencies or obligations to business partners or governmental policymakers develop. In particular, company employees may not accept nor give gifts which can be reasonably assumed to have influenced business decisions. Violations are always sanctioned by disciplinary action under labor law.

#### **5. Working Conditions and Safety**

All company employees receive fair compensation. ECOMAL complies with the respectively applicable minimum wage laws.

ECOMAL specifies and complies with maximum work hours according to applicable national law and the relevant ILO convention.

ECOMAL is committed to complying with national and international regulations for ensuring a healthy and safe workplace. ECOMAL undertakes corresponding measures in order to contain accident risks and to comply with binding work safety standards. To this end, ECOMAL maintains a management system for work safety.

#### **6. Environment Protection**

ECOMAL is aligned with the goals and standards of sustainable, future-oriented, resource-friendly environmental protection. All relevant national and international laws are observed. Environmental impacts are minimized. Environmental protection is continually improved.

#### **7. Data Privacy**

ECOMAL complies with all applicable laws for protecting personal information, particularly of company employees and business partners.