

Code of conduct

The following provisions under the so-called code of conduct describe the principles and requirements of EppsteinFOILS in relation to its business partners concerning ethical and moral conduct on the part of their company management and the assumption of responsibility in relation to other persons and the environment.

The business partner / supplier undertakes to comply with the following principles:

I. General

- **Compliance with existing laws**
Compliance with statutory regulations and norms forms the basis of our actions.
- **Prohibition of corruption and bribery**
We consider ourselves obliged to refrain from any form of granting or receipt of favours, be these directly connected to our business activities or be these offered by third parties.
- **Prohibition of pricing agreements, fair competition**
Market and/or pricing agreements are prohibited.
- **Conflicts of interest, closely related persons**
Conflicts of interest, which could influence existing business relationships, must be avoided.
- **Compliance with principles throughout the supply chain**
We actively endeavour to comply with the code of conduct throughout our supply chain. During this process, we also accept proof that our business partners have their own code of conduct.
- **Conflict minerals**
We have imposed reasonable measures of an obligatory nature on our suppliers to exclude the use of conflict minerals (Congo Declaration, Dodd-Frank Act etc).
- **Data protection and data security, confidentiality**
By means of organisational measures, we ensure that the applicable requirements are implemented at our company.

II. Work and social

- **Health and safety of employees**
We consider ourselves responsible for the health and safety of our employees when they are at work and actively promote this.
- **Respect for basic rights**
We undertake to:
 - respect the diversity of the people who work for us,
 - guarantee equal opportunities for all employees and applicants in relation to the selection process and professional development, pay, social benefits and internal transfer and career opportunities. ensure that only ability, experience and personal suitability are the decisive criteria for selection,
 - refrain from all forms of discrimination, for example due to: Gender, age, origin, religion, sexual orientation, visual characteristics, health, disability, political activity, trade union membership etc;
 - refrain from all behaviour which could infringe the dignity of an individual person.

- **Prohibition of child labour**

Child labour is prohibited. The corresponding regulations of the ILO (International Labour Organization) must be complied with.

III. Environment

- **Efficient use of resources**

We work on the basis of a certified environmental management system and also expect that our business partners take measures to avoid and/or reduce impact on the environment and/or develop relevant management systems which actively promote this approach.

- **Respect for our environment**

Our company is located in the immediate vicinity of the residents of Eppstein. We therefore feel a special obligation to take into account as much as possible any neighbourhood concerns as much as possible in the course of our operations.

This document replaces the most recently valid version from 2017. We reserve the right to adjust the principles and requirements above which we expect on the part of our business partners in accordance with the subsequent development of legal, socio-political or economic norms.

Eppstein, April 2019



Managing Partner/CEO