



Introduction

BRANOpac GmbH assumes overall social responsibility beyond the applicable statutory provisions within the scope of its business and production activities and promotes the sustainable development of environmentally compatible, ethical and socially responsible criteria in line with the economic development of the company.

Our company implements a high-quality, environmentally friendly, innovative and, where applicable, long-term, sustainable production method in creating products that protect our customers' products. In addition to our current approach, which already complies with the rules:

of standards:

DIN ISO EN 9001:2015,

DIN ISO EN

14001:2015,

of Regulation (EC)

No 852 on the hygiene of foodstuffs



BRANOpac GmbH shall promote and, if necessary, continuously improve its additional consideration of ecologically relevant aspects, employee relations and discussions with relevant stakeholder and interest groups within the economic development with affiliated partner companies and suppliers. In doing so, it shall comply with internationally recognized standards, such as those of the ILO (International Labour Organisation).

PEFC is a transparent and independent system and its management is monitored by competent and independent organisations – from raw materials to ready-to-use final products.

BRANOpac declares its commitment to implementing and maintaining, defining and documenting the CoC requirements in accordance with the valid PEFC standard.

The FSC® label (Forest Stewardship Council®) on paper products stands for worldwide transparency and credibility. It confirms that people and nature are treated fairly and responsibly and that wood is produced in an environmentally and socially responsible and economically sustainable manner.

BRANOpac is committed to the FSC values and core labour standards.



Objective:

Employees are required to consider and weigh the economic, ecological and social aspects in equal measure for all development, procurement, production and distribution processes by implementing sustainable practices within the company's business activities.

The requirements listed below are essential in order for us to comply with internationally recognised minimum standards within our own company and to ensure that our customers feel safe when using our products.

Requirements:

I Laws and regulations

The company requires all persons involved in the work to comply with the legal provisions and regulations currently in force.

Suppliers and subcontractors are required to comply with the national legal provisions of the countries in which they operate. International suppliers and subcontractors are required to observe the following:

- In cases where the relevant statutory provisions are more comprehensive than this policy, the statutory provisions currently in force shall apply.
- In cases where this policy is more comprehensive than the relevant statutory provisions, this policy shall apply.

II Supply chain

Furthermore, the suppliers shall also require their own sub-suppliers to implement these regulations and shall monitor them if necessary. In the event of violations, appropriate measures must be taken to achieve the standards again as quickly as possible or to terminate the supplier relationship if no solution is found.

III Freedom of association and the right to collective bargaining

All parties are required to respect both the right to freedom of association and the right to collective bargaining, in particular trade union organisation. Discrimination based on the exercise of these rights or measures which are likely to undermine these rights shall not be tolerated.

IV Non-discrimination

Employees shall be evaluated in all decisions solely on the basis of their abilities and qualifications and regardless of their colour, race, nationality, sexual orientation, religion, political beliefs, social origin, possible disabilities, age or gender. This applies in particular to remuneration, promotion, dismissal or special benefits.



V Reasonable remuneration

The supplier is required to pay its employees at least the regionally applicable minimum wage or the collective wage (or a comparable wage level resulting from collective bargaining). In addition, the amount of remuneration shall be determined in accordance with the qualifications, training and responsibility of the employees. Payment must be made in good time, regularly, in full and in the form of a legal means of payment.

VI Reasonable working hours

The weekly working hours of the employees shall not exceed 48 hours (excluding overtime) or 60 hours (including overtime) on a regular basis, and one day off shall be guaranteed for each seven-day period. Should there be special business requirements, deviations may be permitted within the framework of the statutory provisions for a limited period of time.

VII Occupational health and safety

The company is committed to providing a safe and healthy working environment. Appropriate measures must be taken to prevent accidents or injuries; protective clothing/equipment must be provided at the supplier's expense if necessary. Access to clean drinking water and the provision of safe and sanitary food and rest areas must also be ensured.

VIII Child labour

Child labour of any form is strictly prohibited. No person of school age or under 15 years of age may be employed (exceptions pursuant to ILO Convention No 138) unless an older age is specified under national legislation. Hazardous work may not be carried out by youth under 18 years of age.

IX Forced labour

Forced labour of any form is strictly prohibited. Specifically, this includes forced prison work, bonded labour, human trafficking or similar involuntary work.

X Harassment

Harassment in any form is strictly prohibited. The personal dignity, privacy and personal rights of the individual must be respected and protected at all times. Corporal punishment and physical, psychological, verbal or sexual harassment or abuse are strictly prohibited

XI Environmental protection

Reducing negative environmental impact has always been the foundation of our corporate activities. This was demonstrated by the introduction of an environmental management system according to DIN EN ISO 14001. BRANOpac GmbH manages the improvement of its



environmental impact by continuously monitoring its environmental resources through a quarterly environmental report.

All employees are required to comply with the applicable government provisions, laws, regulations, guidelines and standards for environmental protection. All divisions and employees must actively work to reduce environmental impact on an ongoing basis.

XII Illegal logging

Illegal logging is a widespread problem of major international concern. It poses a significant threat to forests and contributes to deforestation and damage to forests, which account for around 20% of global carbon emissions. It threatens biodiversity and undermines the sustainable management and development of forests and the economic viability of market participants acting in accordance with the applicable legislation. It also contributes to desertification and soil erosion and can exacerbate the consequences of extreme weather events and floods. Furthermore, it has social, political and economic consequences, which often undermine progress in good governance and threaten the livelihoods of local forest-dependent communities, and can be associated with armed conflict.

The company is committed to tackling the problem of illegal logging in line with EU efforts and to supporting the mitigation of climate change.

XIII Fair competition, corruption, bribery and extortion

Activities that prevent fair competition are prohibited. These include corruption, active and passive bribery, antitrust violations, illegal price-fixing and the violation of intellectual property rights.

The acceptance of donations or gifts is regulated and the guidelines must be observed. Donations cannot be privately accepted. All donations from suppliers and service providers must be reported to the management.

XIV Sustainable supplier evaluation

If a supplier is committed to sustainable business beyond these minimum requirements, BRANOpac GmbH can take this into account in its regular supplier evaluation. This will be based on proof of a certified environmental or sustainability management system, documentation of the activities in an audited sustainability report, or similar documents.

XV Reporting violations

All employees are instructed to immediately report any violations of this voluntary commitment and/or corresponding laws to the quality management officer or the management of BRANOpac GmbH.



XVII Entry into force:

This voluntary commitment shall enter into force on the date of signature.

Lich, 25/05/2022

Jörg Schulte
(Managing Director)