

CODE FOR EMPLOYEES OF **MOLTOPLAST**[®] GmbH

• 1. PREAMBLE:

This ethics code is the foundation for moral, ethical and legally sound behaviour of all employees of the **MOLTOPLAST**[®] GmbH and has been created to prevent errors, as well as to support the values and principles contained herein. The compliance with these values and principles applies to every employee of **MOLTOPLAST**[®] GmbH, independent of his/her employment relationship, position or job location.

• 2. VALUES AND PRINCIPLES OF THE ETHICS CODEX

2.1. Compliance with laws

All respectively valid laws, rules, regulations, standards and customs of each particular country in which **MOLTOPLAST**[®] GmbH is active, are to be strictly observed and maintained.

2.2. Fair competition

Compliance with transparent and fair behaviour in the market has the highest priority for every **MOLTOPLAST**[®] GmbH employee. The restriction of free competition, as well as violations of a competitive and anti-trust nature, is incompatible with the corporate philosophy and culture, as well as the identity of **MOLTOPLAST**[®] GmbH.

2.3. Bribery and corruption

MOLTOPLAST[®] GmbH combats any type of corruption, bribery or acceptance of gifts. All employees are prohibited from both direct, as well as indirect supply and acceptance of beneficial advantages. Business transactions may not be influenced in any admissible manner, respectively they may not give the impression of having been influenced in any inadmissible manner.

2.4. Observance of basic rights

Employees of **MOLTOPLAST**[®] GmbH do not tolerate any type of discrimination and support equal opportunities, as well as equal treatment regardless of skin colour, nationality, social origin, possible handicaps, sexual orientation, political or religious persuasion, as well as gender or age. The personal dignity, private sphere and personal rights of each individual are respected.

2.5. Safety and health

MOLTOPLAST[®] GmbH ensures a safe and healthy work environment. This requires strict compliance with safety regulations and practices. Systematic monitoring and responsible handling of dangerous situations heightens the awareness of employees of occupational safety and strengthens the preventive effect of the measures for prevention of accidents.

2.6. Environmental protection

Employees of **MOLTOPLAST**[®] GmbH take the environment and social issues into consideration when making decisions and managing their resources and their infrastructure. **MOLTOPLAST**[®] GmbH strives to minimise pollution and to continuously improve environmental protection measures.