

Compliance Rules for ROVEMA GmbH Suppliers

Introduction

ROVEMA GmbH (ROVEMA) and all its subsidiaries (ROVEMA Group), as a premium supplier of packaging machinery and equipment, feel a special responsibility towards society, employees and business partners, which is reflected in the ROVEMA Code of Ethics. The ROVEMA Code of Ethics supports all employees of the ROVEMA Group to perform their activities in a moral, legal and ethical way.

We expect all our suppliers to help us fulfill this responsibility by actively supporting and respecting our values and principles in their own business practices.

These Compliance Rules apply to all suppliers and service providers with whom ROVEMA has a contractual relationship and include those fundamental principles that we consider relevant for our suppliers. As far as applicable, we expect our suppliers to pass on these obligations to their own suppliers.

Integrity and Business Relationships

ROVEMA considers integrity and reliability in the business relationships of all parties involved as an essential prerequisite for sustainable business. Our central principles regarding integrity and business management are:

1. **Respect for the law**
→ Complying with all relevant applicable laws and regulations.
2. **No conflicts of interests**
→ Conflicts of interest shall not interfere with the orderly conduct of our business.
3. **No bribery & corruption**
→ Gifts and gratuities to influence business or other decisions are not permitted.
4. **Anti-Trust & competition**
→ Supporting an open, fair and competitive business environment.
5. **Safeguarding assets & information**
→ All business and financial information regarding ROVEMA and its trading partners is confidential and must not be disclosed to third parties.
6. **IT & data security and digital media**
→ The efficient operation and security of our IT systems and data is the basis for the effective functioning of all our business processes

Human Rights

ROVEMA supports the values enshrined in the Universal Declaration of Human Rights and the core conventions of the International Labor Organization based on the indiscriminate respect for the dignity of the individual.

Our core principle regarding human rights is:

Fair employment practises and diversity

- The working environment enables safe working and should promote the health of employees.
- Employees shall be treated fairly in terms of reasonable working hours, regular leaves of absence and performance-based compensation.
- Employees shall be hired based on equal opportunity, without distinction because of race, color, sex, religion, membership in a group or origin.
- Not to engage in child labor, forced labor or bonded labor, and in particular to comply with the relevant standards of the International Labor Organization.
- Employees are granted the right to establish or join an independent employee representative body/trade union, which may conduct collective negotiations on working conditions.

Environmental protection and sustainability

ROVEMA strives to treat the environment with due care and to comply with the environmental and legal regulations applicable to its operations. Our **central principle regarding environmental care** is:

Responsibility to the environment and communities

- Operations in the production and supply chain are designed to make efficient use of available resources and to minimize the impact on the environment. The disposal of waste/effluents is regulated, in compliance with the relevant regulations.
- Support from our suppliers in the promotion, development and diffusion of environmentally friendly technologies.

Compliance

ROVEMA expects its suppliers to adhere to and live by the central principles of the ROVEMA Compliance Rules. Our suppliers will take all necessary steps to ensure that the central principles of the Compliance Rules for Suppliers are communicated to their employees. Furthermore, our suppliers are obliged to take all appropriate steps to ensure that their own suppliers comply with the central principles of the ROVEMA Compliance Rules. ROVEMA will monitor the operating behavior in this regard.

If violations of these Compliance Rules, of other guidelines and regulations or of legal provisions are detected, a fast and truthful information flow to ROVEMA shall be established in order to be able to take effective protective measures for the public, the business partners, the company and its employees as well as authorities, if applicable, in due time.

If non-compliance becomes known, ROVEMA and its suppliers will develop ways and means to remedy the non-compliance as soon as possible. In the absence of agreement or resolution, ROVEMA may terminate the business relationship and, as a last resort, terminate current contracts.