



Supplier Code of Conduct

(Status February 2022)

Plange GmbH commits to an ecologically and socially responsible corporate governance and we expect the same behaviour from all of our suppliers. We also presume with our employees that the basic principles of ecological, social and ethical behaviour are adhered to. These principles are integrated into our corporate culture. We strive for optimizing our entrepreneurial activities and our products with regard to sustainability and call on our suppliers and service providers to contribute to this from their end according to a holistic approach.

Regarding co-operation the following regulations of our Code of Conduct apply.

Adhering to this Codex is an essential foundation of our business relationship. Our suppliers commit to the below mentioned principles and requirements of the Code of Conduct and adhering to these as such. Infringing this Code of Conduct is a reason and a cause for Plange GmbH to terminate the business relationship to our supplier.

This Code of Conduct is based upon national laws and regulations as well as on international treaties such as the Universal Declaration of Human Rights of the United Nations and the guidelines of the United Nations for "Economy and Human Rights". We expect our suppliers to adhere to all the laws and regulations as well as to the requirements of applicable standards.

The Code of Conduct comprises the following aspects:

1. Social Responsibility
2. Following Law and Order
3. Occupational Safety, Health- and Environmental Protection
4. Collaboration with Business Partners and Third Parties
5. Avoiding Conflicts of Interest
6. Protection of Information and Data Privacy
7. Behaviour towards Others
8. Use of Corporate Resources
9. Following the Code
10. Your contact persons re the Code of Conduct



Social Responsibility

Dealing with staff and service providers is based on human partnership. The behaviour in business competitions is always fair and at eye level. The companies take over responsibility towards our society and our environment.

We deal with our employees on a human partnership basis and ensure a fair business competition.

Our entrepreneurial activities are based on the principles of bona fide and are determined by individual accountability, sincerity and loyalty.

Adhering to the prohibition of child- and forced labour is indispensable, the rights to free assembly and freedom of association as well as international human rights are protected and respected. It is ensured that the partners are not complicit in human rights violations.

Fair remuneration, which comply with all the remuneration laws applicable are a matter of course. Payroll deduction as a mean of sanction is not permitted.

By innovation, a high product and service quality as well as by a know-how transfer in training, we ensure additional values and secure a long-term business success.

Following Law and Order

As a matter of course, we adhere to all laws and regulations applicable- on a local as well as on a national and on an international level. We do not tolerate bribery or corruption of any kind.

We respect the dignity and personal rights of our staff and Third Parties we do business with at any time.

All employees of our suppliers are required to adhere to the rules of competition law.

Any agreements, aligned behaviour, informal talks or gentlemen's agreements, which aim at limiting competition, are prohibited.

Occupational Safety, Health- and Environmental Protection

A responsible use and procurement of natural resources (water, energy, materials, cultivation areas and space) when producing and distributing products and services are strived for.

Environmentally-friendly technologies are reviewed, consistently supported and implemented. A healthy and hazard-free working environment is preserved by adhering to laws and regulations regarding health and safety at workplaces at any time.

All employees have to apply every corporate and official environmental, work- and occupational safety- as well as hygiene regulations and they are jointly responsible for their division.

The production facilities are carefully planned, supervised and maintained. It is important that the staff is thoroughly instructed, trained and professionally supported.

Collaboration with Business Partners and Third Parties

Dealing with business partners is based upon respect and integrity at any time. The companies provide business partners with legally compliant contractual arrangements determined by partnership.

The employees are obliged to keep all confidential information about and from business partners secretive.

Material gifts, invitations and other benefits for or from business partners, competitors or third parties of all kind may only be offered or accepted if they comply with usual business practice, i.e., they are customary and do not have an inappropriately high value.

Avoiding Conflicts of Interest

Emphasis is put on avoiding all actual or apparent conflicts of interest between employees and companies. The employees' private interest is to be strictly separated from the corporate one. Expressing private opinions in public are to be indicated as such.

Protection of Information and Data

All rules and regulations for information and data safety applicable, especially when collecting, saving, processing or transmitting personal data and information are respected and adhered to at any time.

Employees are obliged to secrecy regarding all internal matters of the business partners. Their knowledge of internal confidential processes may solely be used for operative purposes.

Behaviour towards Others

Every individual's dignity and personality have to be respected. Everybody is treated respectfully and based on trust.

Any kind of discrimination against, harassment or insult is not tolerated.

The companies create a working environment free of discrimination, harassment or insult.

No person shall be disadvantaged because of ethnic origin, gender, religious belief or ideology, an impairment, age, sexual identity or any other personal characteristics.

Discrimination means, e.g., mocking, excluding, disadvantaging, hampering of any kind.

Use of Corporate Resources

All persons involved are jointly responsible for protecting corporate resources and using them economically. The deployment of these tangible assets, property as well as intangible assets (personnel resources, intellectual property, confidential information, ideas and knowledge) is always executed in the interest of the companies.

Adhering to the Code

There is the common obligation to adhere to the basic principles stipulated herein and to integrate them into daily operations. Violations to law are not tolerated.

Each partner is responsible for installing an effective mechanism of complaint at an own corporate level

Your contact persons regarding the Code of Conduct:

If you have any queries regarding our Code of Conduct or for reporting any violations please turn to

Mr. Jörg Bruer or Mr. Thomas Jäger

private/confidential
Plange GmbH
Hansastr. 6-8
41460 Neuss

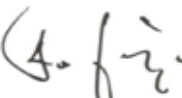
Suppliers, as well as their staff and own employees will not be held responsible for any disadvantages in business which relate to following the legal regulations and guidelines applicable or relating to this Code of Conduct.

18 February 2022

Plange GmbH – Management Board


Anne Brüning


Jörg Bruer


Thomas Jäger