

PROFOL GROUP'S CODE OF CONDUCT



"Our employees can be proud to make an active contribution to the sustainable use of plastics for the benefit of people and protection of the environment."

DEAR EMPLOYEES,

our company is one of the world's leading manufacturers of polypropylene cast films. We embrace challenges and fight passionately for customer-specific solutions.

Acting responsibly and lawfully is one of the basic prerequisites for our entrepreneurial success. This is an integral part of our corporate culture and forms the basis for the trust that customers and business partners place in us. That is why each and every one of you is obligated to act responsibly and to comply with applicable law.

We are aware that the internationalization of business and the large number and complexity of legal regulations increase the risk of legal violations. For this reason, we have jointly drafted the following Code of Conduct in the Executive Board. This code applies to all Profol Group locations worldwide. It is intended to help you identify legal risks and avoid legal violations. I expect you to read this Code of Conduct carefully and make it the binding standard for your actions. By doing so, you will make an indispensable contribution to the success of the Profol Group - today and in the future. Because every single employee counts.

Dr. Philipp Schieferdecker
CEO Profol Group

OUR RESPONSIBILITY

Sustainable environmental protection is the responsibility of each and every one of us.

That's why we use environmentally friendly production methods to keep our carbon footprint as low as possible and make the best possible use of our resources.

We set standards in the development of new innovative solutions in terms of recyclability and give a new shine to the image of plastic.

We are fully committed to the principles of market economy and fair competition and reject any kind of bribery or corruption. The Code of Conduct is implemented in all subsidiaries and production facilities - dutiful behavior is standard for us.

OUR CUSTOMERS

We have made it our goal to do more than just build a business relationship with our customers. As a partner, we provide the best customer service and support at the highest level.

Our cooperation is characterized by open, partnership-based discussions and promises each customer tailored solutions that exceed the usually special requirements. We take comprehensive account of data protection and confidentiality in the handling of personal data. It goes without saying that we strictly observe applicable laws and standards at all times, both nationally and internationally.

OUR EMPLOYEES

Despite our global reach, our company is a very familiar enterprise whose daily routine is characterized by openness, team spirit, mutual motivation, independent action, respect and trust. We owe extraordinary production performance, high quality, innovation, flexibility and much more to our employees. In order to maintain our high standards, the satisfaction, health and well-being of our employees is our top priority - they are the heart of our company.

In return for their outstanding performance, we focus on fair pay and offer the necessary support in terms of further training.

We also offer training opportunities in many different areas.

The Profol Group has always been significantly shaped and developed by its employees. New ideas continuously perfect our internal processes.

Preventive work safety measures ensure the health of our employees.

Discrimination based on ethnic origin, skin color, nationality, gender, religion or ideology, disability, age, sexual orientation or other legally protected characteristics is strictly rejected in our company.