



profol[®]
Code of Conduct

PROFOL

Code of Conduct

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Introduction

At Profol, our heartfelt mission is not only to produce top-quality products but also to do so with responsibility toward the environment, society, and all stakeholders. Our value; sustainability, quality, innovation, and partnership guide our daily actions and have established us as a leading manufacturer of polypropylene cast films.

With this Code of Conduct, we aim to provide clear guidelines for our employees, based on the UN Guiding Principles on Business and Human Rights, and International Labor Standards (ILO). Our goal is to combine business success with ethical practices, contributing sustainably to the well-being of everyone involved.

This Code of Conduct applies to all employees and business partners of Profol. We expect our partners to uphold these principles in their operations and throughout their supply chains. Should you have any questions or concerns regarding this Code, our management team is available to provide guidance and support.

Together, we can shape the future of our company and society responsibly and successfully.



Dr. Philipp Schieferdecker
CEO

Business Integrity

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2.1 Fair and Honest Cooperation with Business Partners

We act fairly, transparently, and in full compliance with competition and antitrust laws. Unlawful agreements e.g. regarding prices, customers, or quotas are strictly prohibited.

Our suppliers commit to complying with our Supplier Code of Conduct and to passing these standards on throughout their own supply chain.

Consumer protection, product safety, and data processing are carried out in accordance with all applicable regulations.

In the context of tenders, any collusion with competitors is prohibited.

2.2 Zero-Tolerance Policy on Corruption

We reject corruption, bribery, and improper influence in any form both domestically and abroad.

Gifts and hospitality are only permitted if they are appropriate and in compliance with applicable rules. In case of doubt, management must be consulted.

Donations and sponsorships are made voluntarily, transparently, and without any expectation of return. Payments similar to donations are prohibited.

Benefits to public officials, as well as attempts to circumvent these rules, for example through consultancy agreements are not permitted.

Business Integrity

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2.3 Avoidance of Conflicts of Interest

Employees must disclose potential personal or financial conflicts of interest at an early stage. Business decisions must not be influenced by private interests.

Activities or shareholdings with competitors, customers, or suppliers are generally prohibited if they may result in a conflict of interest.

Secondary employment must be reported to management and may require approval.

Transparency and loyalty towards the company take highest priority in all business matters.

2.4 Political Neutrality

Profol observes strict political and ideological neutrality. Any interaction with political organizations shall be conducted in full compliance with applicable laws, in a transparent and independent manner.

The use of the company logo in connection with political parties or religious movements is strictly prohibited. Furthermore, company communication channels must not be used for personal expressions of opinion.

Within company premises and under the name of the company, the display or distribution of political or religious symbols is not permitted.

Social Responsibility

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3.1 Equal Treatment, Equal Opportunities and Anti-Discrimination

Diversity and mutual respect are key elements of Profol's corporate culture. We promote an inclusive working environment in which all employees are given equal opportunities – regardless of gender, age, origin, religion, beliefs, sexual orientation, disability, or any other personal characteristics.

Discrimination, exclusion, or disadvantage of any kind – whether open or subtle – is not tolerated. Every individual in the company is entitled to fair treatment, recognition, and respectful interaction.

Managers and employees share responsibility for putting these principles into practice in their daily work.

3.2 Respectful and Safe Working Environment

Profol is committed to providing a working environment characterized by respect, safety, and mutual appreciation. Legally guaranteed rights such as fair remuneration, regulated working hours, and the protection of health and safety are fully recognized and implemented. We ensure safe and healthy working conditions in compliance with all legal requirements and internal standards.

Harassment of any kind – in particular sexual, physical, or verbal – will not be tolerated. Any form of intimidation or disrespectful behavior is contrary to our values. The misuse of alcohol or drugs in the workplace is prohibited.

Social Responsibility

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3.3 Freedom of Association and Participation

Profol respects the right of all employees to participation, freedom of expression, and union activity. The formation of, and membership in, employee representative bodies or trade unions must not be obstructed or disadvantaged.

We promote open and constructive collaboration with elected representatives and are committed to a partnership-based dialogue on an equal footing.

3.4 Prohibition of Forced and Child Labor

Forced labor, debt bondage, and any form of child labor are strictly prohibited in all areas of the company as well as throughout our supply chain.

We ensure, through appropriate measures, that these principles are consistently upheld and monitored – both within our company and among our business partners. Violations will result in clear consequences.

Environment & Safety



4.1 Active Commitment to Environmental and Climate Protection

Profol is actively committed to environmental and climate protection. When developing new products, we follow the principle of design-for-recycling. In production, we use recycled materials to conserve resources and reduce emissions. The process heat generated is used to heat our office buildings – efficiently and sustainably.

4.2 Sustainable Use of Resources & Energy Efficiency

We ensure the economical use of resources and invest in modern, energy-efficient machinery. In this way, we reduce our energy consumption and permanently lower our environmental impact.

4.3 Sustainability

Sustainable practices are lived across all departments on a daily basis. We promote circular economy, reduce CO₂ emissions, and act responsibly along the entire value chain.

Corporate & Information Protection

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5.1 Confidentiality and Data Protection

Personal data is processed only lawfully. The GDPR and other data protection laws must be strictly observed.

5.2 Responsible Use of Company Resources

Company resources must be used appropriately and economically.

5.3 Protection of Trade Secrets and Intellectual Property

Confidential information must be kept secret – even after the termination of the employment relationship.

Compliance with the Code & applicable law

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6.1 Responsibility for Compliance with the Code and Laws

The Code of Conduct is binding for all employees. Violations of the established rules of conduct are considered serious breaches and will not be tolerated. Depending on the nature and severity of the violation, disciplinary measures up to and including termination of employment may be taken. In addition, violations may affect performance evaluations, promotions, and salary developments.

6.2 Ethical Conduct and Legal Responsibility

We submit truthful tax declarations and fulfill all foreign trade obligations.

Fair competition forms the basis of our business conduct. To prevent money laundering, any suspicious cases must be reported immediately to management.

Reports are treated confidentially and without disadvantage to the whistleblower – provided they are made in good faith.

Compliance with the Code & applicable law

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6.3 Communication and Reporting of Violations

We regularly review the implementation of the Code, for example through evaluations of the whistleblowing channel (<https://www.profol.de/whistleblowing>) or personal discussions.

Reports of violations are treated confidentially and will not result in any disadvantages for whistleblowers – provided they are made truthfully.

6.4 Role Model Function of Leadership

Managers actively exemplify the principles of the Code and assume special responsibility for its implementation and oversight.