

Code of conduct for suppliers of JUNG Verpackungen GmbH

Status 11/2021

1 Introduction

JUNG VERPACKUNGEN GMBH is committed to ecologically and socially responsible corporate management. We expect the same behavior from all of our suppliers. We also expect our employees to observe the principles of ecological, social and ethical behavior and to integrate them into the corporate culture. Furthermore, we strive to continuously optimize our business activities and our products in terms of sustainability and ask our suppliers to contribute to this in terms of a holistic approach.

In our corporate guidelines, we have described how we envision working with our customers, suppliers and employees. You can find them at this link:

www.jung-design.de/de/pages/252/company_guidelines

For future cooperation with our suppliers, we base the validity of the following regulations on a common code of conduct. This agreement is the basis for all future deliveries. Our contractual partners undertake to comply with the principles and requirements of the code of conduct and to endeavor to contractually oblige their subcontractors to comply with the standards and regulations set out in this document.

The code of conduct is based on national laws and regulations as well as international conventions such as the United Nations Universal Declaration of Human Rights, the Guidelines on Children's Rights and Business Conduct, the United Nations Business and Human Rights Guidelines, the international labor standards of the International Labor Organization and the Global Compact of the United Nations.

2 Requirements for suppliers

2.1 Social responsibility

Exclusion of forced labour

No forced labour, slave labor or similar work may be used. All work must be voluntary and employees must be able to terminate work or employment at any time. In addition, there must be no unacceptable treatment of workers, such as psychological harshness, sexual and personal harassment.

Ban on child labor

Child labor may not be used in any phase of production. All of our suppliers are required to adhere to the ILO conventions recommendation on the minimum age for the employment of children. According to this, the age should not be lower than the age at which compulsory schooling ends and in any case not under 15 years. If children are found at work, the supplier shall document the actions to be taken to remedy the situation and enable the children to attend school. The rights of young workers must be protected and special protective regulations must be observed.

Fair remuneration

Regular hours and overtime pay must be equal to the national statutory minimum wage or industry minimum standards, whichever is greater. In any case, overtime pay must be more than regular hours. Insofar as the remuneration is not sufficient to cover the costs of normal subsistence and to form a minimum of reserves, the supplier is obliged to increase the remuneration accordingly. Employees are to be granted all statutory benefits. Wage deductions as punitive measures are not permitted. The supplier shall ensure that workers receive clear, detailed and regular written information about the composition of their pay.

Fair working hours

Working hours must conform to applicable law or industry standards. Overtime is only permitted if it is performed on a voluntary basis and does not exceed 12 hours per week, while employees must be given at least one day off after six consecutive working days. The weekly working time must not regularly exceed 48 hours.

Freedom of association

The right of workers to form and join organizations of their choice and to bargain collectively shall be respected. In cases where freedom of association and the right to collective bargaining are restricted by law, alternative means of independent and free association of workers for the purpose of collective bargaining should be provided. Employee representatives must be protected from discrimination. They shall be given free access to their colleagues workplaces to ensure that they can exercise their rights lawfully and peacefully.

Prohibition of discrimination

Discrimination of employees in any form is not permitted. This applies e.g. B. for discrimination based on gender, race, caste, skin color, disability, political beliefs, origin, religion, age, pregnancy or sexual orientation. The personal dignity, privacy and personal rights of each individual are respected.

Health protection; safety at work

The supplier is responsible for a safe and healthy working environment. The necessary precautionary measures against accidents and damage to health that may arise in connection with the activity are taken by setting up and using appropriate occupational safety systems. In addition, employees are regularly informed and trained about applicable health and safety standards and measures. The employees are given access to drinking water in sufficient quantities as well as access to clean sanitary facilities.

Grievance mechanisms

Supplier is responsible at the operational level for establishing an effective grievance mechanism for individuals and communities who may be affected by adverse impacts. Even where legal systems are effective and well-resourced, grievance mechanisms can offer particular benefits, such as rapid access and redress, reduced costs and transnational reach. Employees who raise a complaint about violations of this code of conduct or applicable laws must not be subject to any form of disciplinary action.

Dealing with conflict minerals

For the conflict minerals tin, tungsten, tantalum and gold as well as for other raw materials such as cobalt, the company establishes processes in accordance with the Organization for Economic Cooperation and Development (OECD principles for fulfilling the duty of care to promote more responsible supply chains for minerals from conflict and high-risk areas and expects the same from its suppliers. Smelters and refineries without proper, audited due diligence processes should be avoided.

2.2 Environmental responsibility

We ask our suppliers, if not already available, to introduce an environmental management system according to EMAS or ISO 14001.

Treatment and discharge of industrial waste water

Wastewater from operating procedures, manufacturing processes and sanitary facilities must be typed, monitored, checked and, if necessary, treated before it is discharged or disposed of. In addition, measures should be introduced to reduce the generation of waste water.

Dealing with air emissions

General emissions from operations (air and noise emissions) and greenhouse gas emissions must be classified, routinely monitored, checked and, if necessary, treated before they are released. The supplier also has the task of monitoring its exhaust gas cleaning systems and is required to find economical solutions to minimize any emissions.

Handling of waste and hazardous substances

Supplier shall follow a systematic approach to identify, manage, reduce and responsibly dispose of or recycle solid waste. Chemicals or other materials that pose a hazard if released into the environment shall be identified and managed in a manner that ensures safe handling, transportation, storage, use, recycling or reuse, and disposal of those materials is.

Reduce consumption of raw materials and natural resources

The use and consumption of resources during production and the generation of waste of all kinds, including water and energy, must be reduced or avoided. This happens either directly at the point of origin or through procedures and measures, e.g. by changing the production and maintenance processes or processes in the company, by using alternative materials, by savings, by recycling or by reusing materials.

Energy consumption / efficiency

Energy consumption must be monitored and documented. Economical solutions must be found to improve energy efficiency and minimize energy consumption.

2.3 Ethical Business Conduct

Fair competition

The standards of fair business activity, fair advertising and fair competition must be observed. In addition, the applicable anti-trust laws must be applied, which in particular prohibit agreements and other activities that influence prices or conditions when dealing with competitors. Furthermore, these regulations prohibit agreements between customers and suppliers, with which customers are to be restricted in their freedom to determine their prices and other conditions autonomously when reselling.

Confidentiality /privacy

The supplier undertakes to meet the reasonable expectations of its clients, suppliers, customers, consumers and employees with regard to the protection of private information. The supplier must observe the laws on data protection and information security and the official regulations when collecting, storing, processing, transmitting and passing on personal information.

Intellectual property

Intellectual property rights are to be respected; technology and know-how transfer must be carried out in such a way that intellectual property rights and customer information are protected.

Integrity / bribery, advantage

All business activities must be based on the highest standards of integrity. The supplier must have a zero tolerance policy in prohibiting all forms of bribery, corruption, extortion and embezzlement. Procedures for monitoring and enforcing the standards shall be used to ensure compliance with anti-corruption laws.

3 Implementation of the requirements

When it comes to supply chains, we expect our suppliers to identify risks within them and take appropriate measures. In the event of suspected violations and to secure supply chains with increased risks, the supplier will inform the company promptly and, if necessary, regularly about the violations and risks identified and the measures taken.

We use a self-assessment questionnaire to check compliance with the standards and regulations listed in this document. We reserve the right to carry out sustainability audits at suppliers production sites. Supplier agrees that customer may conduct such code compliance audits at suppliers facilities during normal business hours, with reasonable advance notice, by persons designated by customer. The supplier can object to individual audit measures if they violate mandatory data protection regulations.

If a violation of the provisions of this code of conduct is identified, we will notify the supplier in writing within one month and set him a reasonable grace period to bring his behavior into line with these provisions. If such a violation was culpable and makes it unreasonable for the client to continue the contract until the ordinary termination, the client can terminate the contract after the set deadline has expired without result, if he threatened to do so when setting the grace period. A statutory right to extraordinary termination without setting a grace period remains unaffected, as does the right to compensation.

4 Acknowledgment and consent of the supplier

By signing this document, the supplier undertakes to act responsibly and to adhere to the principles / requirements listed. The supplier undertakes to communicate the content of this code to employees, agents and subcontractors in a way that they can understand and to take all necessary precautions to implement the requirements.

JUNG VERPACKUNGEN GMBH
Industriestrasse 1
76479 Steinmauern

Supplier

Date, place

Date, place