

## Ulrich Etiketten GesmbH

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## Code of Conduct of the Ulrich Etiketten Ges.m.b.H.

Vienna, April 12, 2023

The most important factors of the value system of Ulrich Etiketten Ges.m.b.H. are trust, appreciation in our relationships, openness with regard to new projects, consistence and responsible behaviour, team spirit linked to success.

This Code of Conduct defines the basic principles and requirements for Ulrich Etiketten Ges.m.b.H. itself and its suppliers and describes the business practices guiding Ulrich Etiketten Ges.m.b.H. and representing essential values and elements of the corporate culture of Ulrich Etiketten Ges.m.b.H.. This Code of Conduct encourages Ulrich Etiketten Ges.m.b.H. and its suppliers to act responsibly and to follow ethical business principles. The objective is to ensure that suppliers and their subcontractors in the scope of the business relationship with Ulrich Etiketten Ges.m.b.H. act in an ethically sustainable way. As an international operating company various social, political and legal framework conditions have to be observed. Infringements of the conditions can cause extensive financial losses for the company and seriously harm the company's reputation.

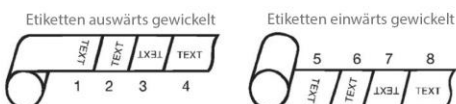
The Code of Conduct defines standards of behaviour and guidelines applying to all employees, executives and the management team of Ulrich Etiketten Ges.m.b.H. and also establishes minimum standards to be performed and complied with by suppliers and subcontractors.

### Compliance with laws and regulations as well as internal guidelines of Ulrich Etiketten Ges.m.b.H.

The respective applicable local, national and international laws, regulations and rules (including internal guidelines) and other provisions have to be strictly observed in all business processes, activities and decisions. All employees of Ulrich Etiketten Ges.m.b.H. have to inform themselves about the valid applicable legislation in their area of responsibility and to contact their direct supervisor or the competent authority in case of doubt. This Code of Conduct determines minimum standards in the following areas: Environmental protection, working and social conditions as well as anti-trust law and corruption law.

### Anti-trust law: free and fair competition

Ulrich Etiketten Ges.m.b.H. respects free and fair competition. Employees of Ulrich Etiketten Ges.m.b.H. are obliged to comply with the appropriate Anti-trust laws. In general the respective legal



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provisions prohibit agreements or concerted practices with competitors concerning prices or sharing of conditions, markets or customers and unfair competition. Not only concrete agreements but also coordinated behaviours and informal conversations, having as their objective or effect the prevention or restriction of competition are prohibited. More details to this issue are found in the guidelines of Anti-trust Law of the Ulrich Etiketten Ges.m.b.H.

### **Bribery and Corruption**

In connection with all kinds of business activities no employee should provide unlawful advantages to business partners, their employee or other third parties. This can be assumed when the type and the extent of this advantage would likely lead to improperly influence the decisions of the receiver of the advantage. This applies both to our relationship to state institutions and officials and to our relationship with employees and members of the management of our business partners (e.g. customers, suppliers, service providers, etc.)

The management and employees of Ulrich Etiketten Ges.m.b.H. shall not accept, demand, promise or offer any gifts, payments, invitations or services or other direct or indirect granting of benefits, elaborated with the purpose to improperly influence the business relationship or which representing a risk to influence the professional independence of the business partner. In principle this does not cover gifts and invitations, which are within the scope of the customary business practices.

### **Avoidance of conflicts of interests**

All Ulrich Etiketten Ges.m.b.H. employees have to avoid situations in which personal or financial interest conflicts with the interest of Ulrich Etiketten Ges.m.b.H.. In relationship to existing or potential customers, suppliers, contractors and competitors the employees of Ulrich Etiketten Ges.m.b.H. have to act in the best interest of the company and to abstain from personal advantages, in particular a separate prior written approval shall be required for acquiring a stake or to invest in a company of customers, suppliers, contractors or competitors and parallel activities contradicting to the duties within Ulrich Etiketten Ges.m.b.H. or which lead to a conflict of interests. Every employee is committed to report any actual or potential conflict of interest to their supervisor or in case of doubt about the existing of a conflict of interest to contact their supervisor about applying for a special permit.

### **Principles of social responsibility Human rights**

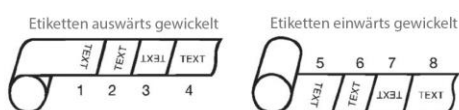
Ulrich Etiketten Ges.m.b.H. is committing the protection of human rights and respects and supports observance of the international recognized human rights.

### **Prohibition of forced and child labour**

Ulrich Etiketten Ges.m.b.H. fundamentally rejects any form of child labour or forced labour and allows the employment of young person only if the welfare of the young person is ensured and the employment of the young person is lawful.

### **Fair working conditions**

The labour relations of the employees of Ulrich Etiketten Ges.m.b.H. meet the local laws and regulations. Wages and salaries for regular working hours, overtime hours and overtime differentials shall meet or exceed legal minimums and/or industry standards and the valid national laws and industry standards concerning working hours and public holidays are strictly observed. Ulrich Etiketten Ges.m.b.H. respects the right of all employees to join legally recognised organisations of employee or workers.



### Health and safety at work

Ulrich Etiketten Ges.m.b.H. ensures health and safety at work within the framework of the respective national legislation. Ulrich Etiketten Ges.m.b.H. makes efforts for the continuous improvement and further development of the safety and health conditions. Therefore safety officers are appointed whose tasks are the information, help and advice for the employees in all safety issues and health protection as well as identification of safety defects and suggestions for the improvement of working conditions. Strict compliance with the safety conditions is an indispensable prerequisite and employees are obliged to report any violations of these rules to the safety officer.

### Discrimination and harassment

All discrimination at the work place based on gender, age, religion, race, caste, social background, disability, ethnic and national origin or nationality is prohibited and must not be tolerated or supported. Ulrich Etiketten Ges.m.b.H. commits itself within the legal framework of applicable laws to counteract all forms of discrimination. Any forms of sexual, psychological, physical or other harassment, which endangers the integrity of the working relationship and which affects the dignity and respect of the employee at the workplace has to be omitted and will not be tolerated by Ulrich Etiketten Ges.m.b.H.

### Protection of the environment

Ulrich Etiketten Ges.m.b.H. commits itself to comply with all applicable laws, rules and requirements which are issued to protect the environment. Ulrich Etiketten Ges.m.b.H. aims to adopt environmentally friendly technologies and processes and to minimize the impact on the environment in favour of sustainable development. The employees in all areas of the company including technological development, planning, design, production, sales and flow of material are obliged to pay attention to the protection of the environment and to contribute to a better environment.

### Declaration of commitment of the supplier

Every single supplier declared that the supplier and its employees comply with the minimum standards specified in the Code of Conduct of Ulrich Etiketten Ges.m.b.H. and the supplier ensures, that these minimum standards are observed and followed by its subcontractors and sub-suppliers.

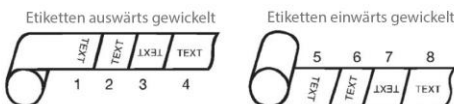
If you have questions concerning Code of Conduct resp. Human Rights please contact the General Management:

E-Mail: [ulrich@ulrich.at](mailto:ulrich@ulrich.at)

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Ulrich Etiketten Ges.m.b.H.  
General Management



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