

GENERAL CODE OF CONDUCT

With its mission statement “Bringing Life to Plastics”, the GABRIEL-CHEMIE Group (hereinafter referred to as “GABRIEL-CHEMIE”) stands for quality, innovation and lifestyle. GABRIEL-CHEMIE is committed to conducting its business in compliance with high ethical standards and the applicable law. These are the values which guide us as a company each and every day. They apply to our conduct within the corporate group and when cooperating with our business partners.

As a global company, GABRIEL-CHEMIE, takes its social and environmental responsibilities seriously and lives up to those responsibilities. This code of conduct has been developed for all suppliers and their sub-contractors (hereinafter referred to as “SUPPLIER / SUPPLIERS”) of GABRIEL-CHEMIE to guarantee compliance with the law and ethical principles along the entire supply chain. All SUPPLIERS and their sub-contractors must comply with this code of conduct.

I. GENERAL PRINCIPLES

The SUPPLIER will fulfil its social responsibility in all its business activities. The SUPPLIER will comply with the respective applicable laws, legal framework conditions and local rules for all GABRIEL-CHEMIE sites in all its business activities and decision-making processes and will also observe any other important legal provisions in countries where it does business.

II. PROHIBITION ON CORRUPTION AND BRIBERY

Under Austrian law, corruption, misappropriation and embezzlement of any kind is prohibited, may not be practised and may not be tolerated. Even in those areas where there is no rule of law or where the legal framework is inadequate, it is not permitted - either at home or abroad - to attempt to illegally exert influence over others in business by exchanging gifts or by offering or receiving other benefits. The same applies to the illegal acceptance of benefits (excluding business dinners). In general, Austrian law sets the standard by which we act.

III. RESPECT FOR BASIC RIGHTS

The SUPPLIER respects and promotes compliance with internationally recognised human rights. It rejects any form of forced labour and does not appoint any employees who have not reached the legal minimum age for employment under the respective applicable law. The SUPPLIER will comply with the principle of equality when recruiting and promoting its employees. Any discrimination of employees due to age, disability, race, ethnic origin, skin colour, sex, pregnancy, sexual orientation, nationality, religion, marital status or any other personal characteristics is prohibited. Discriminatory conduct and / or sexual harassment are not tolerated. The SUPPLIER respects the employees' right of association under the respective applicable rights and laws. Members of labour organisations or trade unions may not be subject to either preferential or discriminatory treatment.

IV. WORKING HOURS AND PAID HOLIDAY

The SUPPLIER will comply with national laws and provisions on working hours and paid holiday.

V. HEALTH AND SAFETY, PROTECTION OF THE ENVIRONMENT

To make sure that our business activities are sustainable for the environment and to avoid placing humans, animals and the environment at risk, all applicable provisions relating to health, occupational safety and the protection of the environment must be complied with.

VI. COMPLIANCE WITH ANTITRUST LAW

The SUPPLIER must comply with the rules on free and fair competition; in particular, it must comply with all legal requirements of antitrust law.

VII. FOREIGN TRADE

All rules of foreign trade, tax and customs law which are applicable in the countries where the SUPPLIER does business must be complied with.

VIII. PROTECTION OF BUSINESS / TRADE SECRETS AND DATA PROTECTION

Business- and trade secrets and all other confidential information must be kept strictly confidential. This information must be protected from access by (and disclosure to) third parties using appropriate means. If personal data is used, protection of privacy must be ensured and the security of this data guaranteed in line with the currently valid legal data protection directives.

IX. SUPPLY CHAIN

As far as it is able, the SUPPLIER will implement the content of this code of conduct at its own SUPPLIERS and SUB-SUPPLIERS.