

# CoC – Code of Conduct

- Commitment to compliance with the Code of Conduct -

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## 1. General

These standards define KROMA International GmbH's minimum requirements with regard to human rights, labor standards, occupational health and safety, and global business ethics. KROMA International GmbH and each of its employees are committed to these principles and standards. Suppliers throughout KROMA International GmbH's supply chain are encouraged to recognize our social standards and establish corresponding principles within their company and throughout their supply chain.

## 2. Human rights

Internationally recognized human rights are accepted and their observance is demanded.

## 3. Compliance with laws

Compliance with applicable laws, regulations and equivalent rules is mandatory.

## 4. Data protection

KROMA International GmbH protects and respects the personal data and privacy of its employees just as conscientiously as it does the data of its company and its business partners. KROMA International GmbH also complies with the applicable laws in all countries in which business activities are conducted. KROMA International GmbH works with an external data protection officer.

## 5. Working conditions, equal opportunities

KROMA International GmbH rejects any form of child labor.

At a minimum, the provisions of ILO Convention 138 on the minimum age for employment and the prohibition of child labor are observed.

Furthermore, forced and compulsory labor are rejected.

The principle of equal opportunity must be upheld in employment, and any form of discrimination must be avoided.

Employees may not be discriminated against on the basis of their gender, race, disability, ethnic or cultural origin, religion or belief.

their age or sexual orientation. Unacceptable treatment of employees, such as psychological hardship or sexual and personal harassment, is rejected without exception.

## 6. Health and safety at work

KROMA International GmbH ensures occupational health and safety, at least in accordance with the national regulations applicable at the workplace.

The company's goal is to continuously improve occupational health and safety and to prevent accidents and health impairments that arise from, are related to, or may occur in the course of work, by minimizing the causes of hazards in the work environment as much as possible.

## 7. Energy consumption, greenhouse gas emissions

KROMA International GmbH values nature and uses energy and raw materials in a sensible and environmentally friendly manner.

Its mission statement is to produce as resource-efficiently and economically as possible.

KROMA International GmbH strives to exploit the full potential of injection molding production. This enables valuable resources such as energy, raw materials, and labor to be saved every day.

## 8. Drinking water use

KROMA International GmbH aims to reduce its freshwater consumption.

All employees are involved in this process.

A modern machine park with a closed water supply cycle ensures resource-efficient use of freshwater.

KROMA International GmbH complies with all water regulations.

## 9. Air quality

KROMA International GmbH aims to reduce pollutant emissions in all operational processes and in its vehicle fleet in order to improve air purity and air quality.

KROMA International GmbH complies with all emissions protection laws.

## 10. Ressource- Management

KROMA International GmbH has defined its mission as being to use natural resources for its production processes, products, and services as carefully and prudently as possible.

KROMA International GmbH disposes of residual materials that cannot be avoided or recycled responsibly and strives to continuously reduce the consumption of raw materials or replace them with alternative materials through process and product optimization.

In addition, the possibility of using recycled materials is always examined.

## 11. Responsibility in handling chemicals

KROMA International GmbH uses chemicals responsibly and in an environmentally conscious manner.

The protection of employees and the environment is a particular focus.

Chemicals that cannot be avoided or recycled are disposed of responsibly. Environmental protection is also a priority here.

KROMA International GmbH complies with all applicable laws.

## 12. Social responsibility for employees

KROMA International GmbH makes an appropriate contribution to the regional stabilization of the labor market with a view to training and employment.

KROMA International GmbH advocates and promotes participation in regional and supra-regional institutions and associations for the benefit of the community and the enhancement of social skills.

## 13. Freedom of association

KROMA International GmbH respects the right of employees to organize, join a union, appoint a representative, and be elected to a representative body. Employees should not expect any operational or social restrictions as a result.

## 14. Prohibition of bribery and corruption

Employees of KROMA International GmbH may not offer, give, or accept bribes or other illegal payments.

In dealings with business partners and government institutions, the interests of the company and the private interests of employees on both sides are strictly separated. Actions and decisions are made free from extraneous considerations and personal interests.

## 15. Competition and antitrust law

KROMA International GmbH requires all its managers and employees to comply in every respect with all competition and antitrust laws that ensure the functioning of a market and thus prevent unreasonable restrictions of competition.

## 16. Acceptance and compliance with standards

KROMA International GmbH does not tolerate any violations of the defined standards. All employees of KROMA International GmbH are encouraged to report any violations immediately.

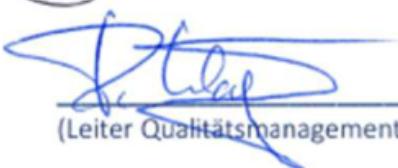
Reports can be addressed confidentially. KROMA International GmbH does not tolerate any form of discrimination against individuals who report violations of the standards.

## 17. Signature and confirmation

KROMA International GmbH confirms with its signatures that it complies with the minimum standards defined and described here.



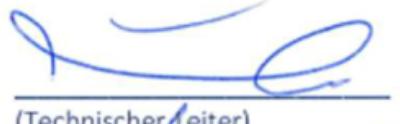
(Projekt-/Vertriebsleiter)



(Leiter Qualitätsmanagement)

Laßw 7.11.24

Ort, Datum



(Technischer Leiter)



(Personalleitung)



(Geschäftsführung)