

Compliance	Human Rights Policy	Pages:	2
Prefere Group		valid from:	01.07.2023
		Responsible:	GroupHR Manager
		Phone-Nr.:	+49 3362 72 684

Respect for human rights and ethical business conduct is fundamental to Prefere Resin's ("Prefere" or "the Company") purpose of making a Positive Difference in our jobs, for our customers and to the world. We believe that societies, economies and businesses thrive when human rights are protected and respected. This Human Rights Policy states our commitment and approach to human rights.

Within our Company and throughout our supply chain, we are committed to treating people with dignity and respect. Our core values of Integrity and Safety exemplify this commitment in our everyday work. As part of our commitment to respect human rights, we have established mechanisms to help identify, address and mitigate potential adverse human rights impacts that may be caused by our actions. We have established global policies and processes to demonstrate our respect for human rights, including our group-level Code of Conduct, our Supplier Code of Conduct ("Supplier Code") and the various practices described in our [Modern Slavery and Human Trafficking Policy Statement](#), each of which re-affirms our commitment to our core values of Integrity and Safety.

Our Commitment

- **Labor Standards:** We maintain labor standards including hours, conditions, wages, and overtime pay practices that comply with the laws of the geographical locations in which we operate.
- **Safe and Healthy Workplace:** The safety and health of our employees is of paramount importance. Throughout Prefere, we regularly review our number one core value of Safety. We work to provide and maintain a safe, healthy, and productive workplace by addressing and remediating identified risks of accidents, injury and physical/emotional health impacts.
- **Freedom of Association:** We respect our employees' right to freedom of association and comply with rules regulating the employer-employee relationship, including laws relating to codetermination, Labor unions and works councils.
- **Forced and Child Labor:** We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking. We prohibit child labor and our sites and operations verify the age of our employees at the time of hire.
- **Wages and Benefits:** We compensate our employees competitively relative to the industry and local labor market, and in accordance with terms of applicable collectively bargaining agreements. We work to ensure full compliance with applicable wage, work hours, overtime and benefits laws. We also offer our employees the opportunity to improve their skills and capabilities.
- **Diversity & Equal Opportunities:** We value the diversity and experience of our workforce and strive to provide equal opportunities for all individuals. We support women's and minority groups' rights. We are committed to ensuring that we base all employment decisions on skills, job-related abilities, performance and other factors relevant to a job's specific needs.
- **Business Partners:** We expect appropriate standards of conduct, sound business character, and respect for human rights from our customers, suppliers, contractors, and partners. We reaffirm these expectations in our Supplier Code and our Code of Conduct.
- **Respectful Workplace:** We are committed to a workplace in which each individual treats another with dignity and respect, regardless of differences. We prohibit actions towards another person in

a way that could be perceived as abusive, hostile, harassing, unfair, or offensive or that otherwise interferes with work performance of the workplace environment.

- **Security Arrangements:** We aim to ensure that the provision of security to our operations and our engagement with security forces is consistent with applicable laws and relevant international standards and guidelines. We adapt our security arrangements to balance the need for safety while respecting human rights.
- **Right to Water:** We recognize the right to water as a fundamental human right. We respect the human need for sustainable water supplies, safe drinking water, and protection of both ecosystems and communities through pollution control.

Community and Stakeholder Engagement

We recognize that we are part of a broader community wherever we operate, and we respect the human rights of the individuals in those communities. Where practical, we welcome dialogue and engagement with all relevant parties in an effort to understand, assess and address human rights matters that are important to them.

We expect our suppliers, service providers and business partners to comply with human rights and safety & environmental standards that are compatible with our own and to conduct their business in accordance with the highest ethical standards throughout their entire supply chain. We specify these standards in this policy and in our Code of Conduct and our Supplier Code.

Implementation and Training

Implementation is supported by Procurement, Human Resources, Compliance, EHS (Environmental, Health and Safety), and Sustainability functions, among others. Prefere regularly trains all employees in the standards of ethical behavior, policies, procedures and legal requirements that define the way we do business.

Governance and Reporting

The CEO and the Board oversees our Sustainability strategy, including those that impact people and human rights. Consistent with our commitment to transparency, we will report progress on implementation through a variety of mediums, including our annual Sustainability Report.

Monitoring and Reporting

You may report suspected policy violations to your supervisor or your local or regional HR Representative, or via our web-based hotline at <https://prefere.integrityline.com/>. All notifications will be treated strictly confidential and no disciplinary action or retaliation will be taken against an individual bringing a concern to the Company's attention in good faith, even if the investigation determines that no violations could be found.

This Group Policy is valid from July 1st, 2023.