

CODE OF CONDUCT

Code of Conduct

Our Code of Conduct is intended as a guideline for MEDIPACK AG and applies equally to all of us. Specifically, it is aimed at top management, executives, our employees and our suppliers. On the one hand, it represents the demands we place on ourselves to live up to the values and principles set out therein and, at the same time, signals responsible behavior towards our business partners, customers and our employees to the outside world.

Commitment of the Management

The management is committed to acting in an economically, socially and environmentally responsible manner. The company strives to conduct its business competently and on an ethical and moral basis and to compete fairly in all markets in which it operates. This includes compliance with applicable laws and the acceptance of anti-trust prohibitions and restrictions on competition. We want to avoid gaining undue advantages over customers, suppliers or competitors.

Implementation and Enforcement

MEDIPACK AG undertakes to make the necessary efforts to comply with the principles and values described in this Code of Conduct:

MEDIPACK AG



Reto Artusi
Managing Director and
Chairman of the Board of Directors

Team Spirit, Constructive Cooperation

We constantly question existing solutions and develop new ideas for the benefit of our customers. To this end, we encourage constructive teamwork among our employees. Their interests and requirements are decisive for our work and further development. We are successful in our collaboration thanks to the diversity of our employees and their commitment to the business units

Standards of Cooperation

We expect all our employees to act in accordance with our company's professional standards and guidelines. If employees violate existing guidelines, rules or regulations in the course of their work or through their behaviour, they will be subject to disciplinary action.

Open Communication with Employees

We do not cover up misconduct. If employees report actual or suspected misconduct in good faith, we do not tolerate any attempts at intimidation or reprisals against these employees. We understand „in good faith“ to mean that the employee is convinced that their report is true. This applies regardless of whether a subsequent investigation confirms the employee's version or not.

Dialogue with Cooperation Partners

All business information of our partners and their trade secrets are treated sensitively and confidentially. Necessary documents are created and stored appropriately and, if necessary, destroyed at the end of the collaboration.

Customer Orientation

We behave fairly and honestly towards our customers and business partners. We record the wishes, needs and expectations of our customers and business partners in order to ensure targeted realisation. Our primary goal is to build a long-term and stable relationship with our customers and business partners based on trust.

Acceptance of Gifts and Donations

Gifts for our Employees

Our employees do not demand or accept any personal benefits from customers or suppliers that could influence their own behaviour with regard to their work for the company.

If gifts are offered by third parties, they may only be accepted if they are common practice and can be recognised as a courtesy or favour (promotional gifts with the logo of the giving company, such as calendars or pens).

In the case of gifts with a value exceeding the usual amount, the management must be informed. If this is not possible, these gifts must always be refused.

Gifts from our Employees

Gifts on our part may only be offered within a framework that is customary for the business relationship and to a materially appropriate extent. The recipient must not be able to associate any obligation with it that would influence his business decisions.

Donations

The company generally does not make donations to political parties, individuals or organizations, the objectives of which contradict our company philosophy or damage our reputation.

Bribery and Corruption

We do not tolerate any form of corruption or bribery, regardless of whether it damages our company assets or the assets of third parties. We use control mechanisms to ensure that bribery, theft, embezzlement, fraud, tax evasion and money laundering are prevented.

Our employees are prohibited from accepting or granting favours of any kind (cash, travel, gifts, etc.) that are linked to an improper advantage (awarding of contracts, project bonuses, etc.).

Our business partners are also required to avoid conflicts of interest that harbour a risk of corruption.

Data Protection

We treat all personal data of our customers, business partners and employees with the utmost care. This includes names, addresses, telephone numbers and dates of birth or information about current health. Our employees are obliged to take all measures to protect our IT system from both internal and external data theft. This applies to passwords misused within the company and unauthorised downloading of files, particularly inappropriate material from the Internet.

Sustainability in the Company

We are convinced that the success of our company is based on a balance of the three pillars of sustainability: economic growth, environmental protection, and social responsibility. We see it as our duty to optimise the manufacture of our products in such a way that we improve our environmental footprint every year and minimise the use of natural resources. We have also developed environmentally friendly products (e.g. MEDPETG-EF, transport carriers made from 100% recycled material) and technologies that help to conserve resources and reduce waste.

Environmental Protection

Protecting the environment and the climate is important to us. Our employees are required to treat all natural resources used in our company (e.g. energy, water, materials, auxiliary materials) with care. Our employees are expected to act responsibly in the manufacture of our products and/or services.

Responsibility of our Suppliers

We expect our suppliers to apply environmentally sustainable practices, such as minimising waste, preventing pollution, reducing energy consumption, and using natural resources responsibly. We expect compliance with applicable environmental laws and regulations.

Protection of Employees at the Workplace

To protect our employees, we comply with all laws and regulations relating to health and safety in the workplace. To this end, our safety representative (SIBE) and our managers take special measures to create a healthy and hazard-free working environment for our employees.

Compliance with Applicable Laws

We require our managers to familiarize themselves with the laws, regulations and rules that are relevant to their area of responsibility and to comply with them without exception. Our managers in particular bear a high level of responsibility in fulfilling the Code of Conduct.

The business practices of our business partners and their suppliers must also comply with the applicable laws. Violations of economic embargoes and trade, import and export control regulations must also be ruled out by our business partners, as must the financing of terrorism.

Fair Competition

We are committed to fair competition and comply with the laws and rules. We refrain from agreements on prices, conditions and strategies with competitors, suppliers, other companies and dealers that hinder fair competition and do not take part in any anti-competitive boycotts.

Non-Discrimination

Any form of discrimination is prohibited. Regardless of whether this relates to nationality, ethnicity, age, gender, sexual orientation, marital status, pregnancy, physical disability, mental impairment, religion or ideology. Promotions and new appointments are always free of discrimination.

Handling Company Information

It is important to us that the products manufactured, the equipment used, and the company's intellectual property are handled carefully and responsibly.

Protection against Child or Forced Labour

We strictly reject child or forced labour without exception and expect the same from our business partners. School-age children (younger than 15 years) may not be employed even if the legal requirements of the respective country of our supplier would permit this.