

Code of Conduct

Introduction

The LOGO tape group is active in the core areas of adhesive tape and film production as well as packaging and printing solutions and offer customers tailor-made products in these areas. The companies of the LOGO tape group are industry leaders that have been successfully operating in the market for more than 20 years.

As a large employer, the LOGO tape group is aware of its social and ethical responsibilities. This Code of Conduct outlines our basic guidelines.

The Code of Conduct of the LOGO tape group is based on the following generally accepted guidelines:

- The United Nations Universal Declaration of Human Rights
- The United Nations Global Compact
- ILO Declaration on Fundamental Principles and Rights at Work
- RIO Declaration on Environment and Development
- United Nations Convention against Corruption

The guiding principles of the LOGO tape group

Principle 1:

Upholding human rights

The LOGO tape group expressly supports the protection of human rights in its sphere of influence. We commit not to engage in any form of human rights violations, neither directly nor indirectly. We also expect our suppliers to treat all people with respect and fairness and to respect human rights in their sphere of influence.

Principle 2:

Respect of freedom of association and the right to collective bargaining

The LOGO tape group respects and supports the right of employees to freedom of association and collective bargaining. Employees are free to form an employee representation or to be a member of employee representatives. A member of staff may not be disadvantaged by being a member of a union. Similarly, employees can negotiate and conclude company agreements or collective agreements at an appropriate level.

Principle 3:

Maintaining fair working conditions

The LOGO tape group ensures fair working conditions for all employees in all associated companies. This includes compliance with the respective national regulations on working hours as well as the right to appropriate remuneration, which is at least oriented towards the respective statutory minimum wage of the relevant collective bargaining agreements. Likewise, all nationally prescribed social benefits are paid. We also expect our suppliers to offer their employees fair working conditions and to remunerate them appropriately.

Principle 4:

Elimination of all form of forced and child labour

Employment is voluntary. The LOGO tape group is committed to prohibiting any form of forced labour. This includes all types of work and services that are enforced by a person under threat of punishment or that a person does not provide voluntarily. The LOGO tape group expects that its suppliers also do not allow forced labour in their organisations. The LOGO tape group is committed to prohibiting any form of child labour. When employing minors, the LOGO tape group adopts the minimum age for admission to employment in accordance with national regulations. We also expect our suppliers to not tolerate any kind of child labour in their organisations.

Principle 5:

Elimination of discrimination in respect of employment and occupation

The LOGO tape group rejects any form of discrimination in the working environment. We are committed to promoting equal opportunities and diversity and advocating that all employment decisions, including recruitment, promotion and training, be based solely on the skills and qualifications of the person concerned. Issues such as race, ethnic origin, religion, beliefs, gender, sexual identity, age, nationality, disabilities, social background, personal relationships or union memberships must not influence employment decisions. We expect our suppliers to promote equal opportunities and diversity and prevent discrimination in employment decisions.

Principle 6:

Compliance with health and safety at work

The LOGO tape group complies with the applicable national health and safety laws. We see it as a central concern to offer our employees a healthy and safe working environment. We are committed to minimizing the risks that employees are exposed to by taking appropriate measures to prevent health problems and accidents. The working conditions of the employees are tailored to their needs and subjected to a continuous improvement process. All applicable legal framework conditions for health protection and occupational safety are observed. We also expect our suppliers to comply with applicable national health and safety laws.

Principle 7:

Combating all form of corruption and unfair competition

The LOGO tape group rejects all forms of corruption, including bribery and blackmail. Decision-making processes must not be influenced in any way by improper practice. Conflicts of interest are to be avoided. Should a personal interest or a conflict of interest exist, must this be disclosed. The disclosure does not give the person concerned any disadvantages. In our global business activities, we condemn all practices that are not based on trust, integrity and fairness. All our partners are aware of this principle and are called upon to oppose any kind of corruption and not to engage in unfair competition.

Principle 8:

Attention to environmental protection

The LOGO tape group is committed to protecting the environment, which is why we attach great importance to keeping environmental risks and negative environmental impacts as low as possible by means of precautionary measures. These include in particular:

- The reduction of energy consumption and greenhouse emissions
- The prevention of waste
- Responsible chemical management
- Responsible raw material sourcing

We respect compliance with applicable national environmental laws, regulations and standards in all related companies. In addition, we support the use of modern, efficient and environmentally friendly technologies. We expect our suppliers to protect the environment and comply with applicable national environmental law, regulations and standards.

General Requirements

This Code of Conduct sets out the minimum standards that all companies of the LOGO tape group recognize and whose compliance is expected of all suppliers and other partners of the LOGO tape group. It is expected that all activities comply with national laws, rules and regulations. This applies to the employees of the LOGO tape group as well as to all suppliers and their subcontractors.

We see the definition and implementation of this Code of Conduct as part of our socially and ecologically responsible corporate governance and as an opportunity for us to support the sustainable development of society in the long term. Therefore, it is important to continually improve the implementation of the standards set out here in our daily work.

Breaches of this Code of Conduct may result in significant commercial disadvantage for the LOGO tape group (e.g. criminal prosecution, penalties and loss of orders). Should we obtain knowledge of these breaches, then sanctions shall be applied accordingly (e.g. dismissal, criminal prosecution, liability under civil law).

Each employee is able to report a breach or suspected breach of this Code of Conduct. Whistleblowers shall not be disadvantaged as a result of information provided to the best of their knowledge and belief. Whistleblower should contact their direct line manager in the in the first instance who will provide them with the relevant assistance. If this option is out of the question, then information may be sent at any time personally, electronically or in writing to the CEO and /or the works council.

The information will be strictly confidential and will be researched and checked by persons who are bound by an obligation of secrecy. Those who knowingly make false reports regarding other employees are themselves guilty of misconduct.

Harrislee, January 2022
Dr. Ulrich Wesselmann