

# CODE OF CONDUCT

Plastibert & Cie nv (Part of DUROC AB Group)

This policy has been approved and adopted by the Managing Director on May 1st 2023, the policy is valid until changed by the Group Board of Directors or Managing Director.

## INTRODUCTION

### Purpose

The purpose of this Code of Conduct is to provide an understanding of what is expected out of every employee within our company.

### Compliance

This Code of Conduct outlines our professional, social and ethical standards and is based on the UN Universal Declaration of Human Rights, the UN Convention on the Rights of the Child and applicable ILO Conventions.

A fundamental requirement for us is compliance with local laws and regulations of each country of business. Should any part of this Code of Conduct conflict with any national law, the national law is always adhered to. If the Code of Conduct goes beyond requirements of national law, the Code of Conduct should be adhered to.

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## PLASTIBERTs CORE VALUES



### Commitment

To be the preferred partner, when it comes to offering solutions for customers and to add customer value through knowledge, high-end products and services.

### Teamwork

We strive for encouraging internal and external cooperation and teamwork. It is our strong belief that we can accomplish more if we work together.



### Sustainable Value Creation

Long-term vision is one of the basic fundamentals of how Duroc and its subsidiaries conduct business. Everything from decisions on important investments to daily activities is based on our commitment to creating long-term values, both for the shareholders and for the employees, society and other stakeholders. Sustainable solutions are a prerequisite for creating value in the long term. For more information please check Duroc's Sustainability Reports and Whistle-blower Policy.

### Responsibility

We stand behind the UN's global goals for sustainable enterprise. We also adhere to global initiatives such as the OECD Guidelines for Multinational Enterprises and the eight Fundamental ILO Conventions. Because we are convinced that the most competitive companies will be those able to deliver sustainable products sustainably produced in corporate cultures that are committed to making good things responsibly, we work constantly at strengthening our companies' sustainability efforts. We do not cooperate with businesses in which child labour is exploited.



## INTEGRITY

All business activities are to be conducted professionally and with integrity, respect and dignity. Ensuring that issues are never influenced by anything other than the best and proper interests of the business, including the end-customers, the business relationship with partners and colleagues.

Plastibert & Cie nv believes in being honest and straight-forward in their professional opinions as well as within every business relationship. As a part of the DUROC AB group, Plastibert & Cie nv is always truthful about the products and services we provide as well as the experience and knowledge we possess.

## RESPECT & FAIR TREATMENT

At Plastibert & Cie nv we foster a working environment and overall culture where the employees are treated with respect, fairness and courtesy, promoting equal opportunity for everyone. We strive to create and maintain a all-round working environment that allows employees to utilize their individual and group strengths.

Plastibert & Cie nv further believes in a respectful and fair treatment towards any competitor and we are committed to conduct fair business practices towards everyone.

## DISCRIMINATION & HARASSMENT

Plastibert & Cie nv does not tolerate any form of discrimination, harassment, bullying or victimization. All employees, including hired personnel, interns or clients and competitors, are to be treated equally and with respect.

Managers and leaders within our company have a responsibility to prevent and pay attention to harassment in all forms. If someone is believed to be a victim, all managers and leaders have a responsibility to intervene and take action. All harassment related issues must be investigated and preventive measures are to be put in place in order to stop the harassment.

No one should be discriminated against employment or occupation on the basis of sex, race, skin-color, age, pregnancy, sexual orientation, religion, political opinion, nationality, ethnic origin, illness or disability.

No forms of forced, bonded, or illegal labor is accepted. Furthermore, the use of humiliation or corporal punishment is not accepted; no personnel shall be subject to physical, sexual, psychological or any other verbal harassment or abuse.

## ETHICAL BEHAVIOR

### **Rejection of child labor and forced labor**

Child labor is under no circumstances accepted. No person below the local legal age of employment should be hired. All necessary preventive measures must be taken to ensure not to employ or hire anyone below the legal age of employment.

Plastibert & Cie nv does not accept any kind of forced or involuntarily labor in any of our workplaces.

### **Anti-Corruption**

The highest standards of integrity are to be upheld in all business interactions, meaning that there is a zero tolerance policy prohibiting any and all forms of corruption, extortion and embezzlement. Furthermore bribes or other means of obtaining undue or improper advantage are not to be promised, offered, authorized, given or accepted. Please refer to the Anti-Corruption and Bribery Policy for additional information.

## **Purchase of sexual services and sexual exploitation of children**

Plastibert & Cie nv is against purchase of sexual services and any kind of sexual exploitation of children, which is also illegal in several countries and can support trafficking and other violation of human rights. Employees on assignments and business travel, also internationally, must respect, adhere to and act in accordance with this stance. This applies irrespectively of country and both during and after working hours.

# **SOCIAL MEDIA AND MEDIA IN GENERAL**

## **Media in General**

The Group CEO and the Chairman of the Group Board of Directors manage statements on behalf of the Duroc Group, including statements regarding published public information. If approached by media or other stakeholders to comment on matters related to Duroc as a Group, employees are required to always refer to the Group CEO, and the Chairman of the Group Board of Directors.

## **Social Media**

Social media is a platform where the difference between personal and professional statements and opinions are occasionally difficult to distinguish. Employees are expected to always consider the impression of their respective profile and how it might be perceived connected to DUROC AB group. Employees are encouraged to seek advice and consult a colleague or direct supervisor before posting something on social media that may be perceived as a statement from DUROC AB group. Employees are responsible to act in accordance with any policy that is applicable to sharing information or opinions on a social media platform connected to DUROC AB group. That includes the content of this Code of Conduct regarding Duroc's values, integrity, respect, ethics etc. Employees are solely responsible for the posts or comments they make in public or outside of the DUROC AB group.

Employees are responsible for not disclosing any trade secrets or other confidential information about ongoing deals, clients, employees etc. It is highly recommended that employees do not engage in speculative discussions with outside parties regarding Plastibert & Cie nv matters. Employees are expected to consider the risk of sharing excessive amounts of personal information as it can lead to possible IT breaches. See the IT Policy, as well as the Insider Policy, for additional information regarding data security and the handling of confidential information.

Additionally, employees are expected consider the copyright of any material they post on social media. Plastibert & Cie nv's copyright protected material is not allowed to be used in private or personal social media platforms.

Social media is an important and fast changing area and this policy shall be updated accordingly when the social media landscape changes.