

As a long-established company, we see our responsibility not only in assuring the highest product quality; we also want to confront current challenges, such as the scarcity of resources. A central piece of that is the transformation of the packaging market to more environmental-friendly products. We see it as our responsibility to actively shape that transition.

Based on that we have drafted behavioral principles that shall guide us as well as our business partners in our long-term strategies and daily actions. They build the foundation of a successful collaboration with all business partners of Rixius AG. We consider the principles as a guideline to actively consider social, environmental, and economic aspects in our daily practices. We want to live these principles with all our business partners.

### **About the principles**

The principles are one of the outcomes of Rixius' sustainability strategy. They are based on international recognized standards and guidelines, such as the norms and conventions of the International Labor Organization (ILO) and the Sustainable Development Goals (SDGs).

#### **1. Legal compliance**

Rixius and our business partners shall comply with all applicable national laws. That is the basis for any successful business.

#### **2. Sustainable packaging solutions and services**

We are striving to expand our sustainable packaging solutions and services and want to work with business partners that are following the same strategic direction. We are actively engaging with our business partners to develop more sustainable packaging solutions and services. We are diversifying our product portfolio by using more recycling material and innovative bio-based plastic. Our most strategic business partners shall follow a similar approach.

#### **3. Reduction of greenhouse gas emissions**

We want to reduce our calculated carbon footprint and finally compensate all our greenhouse gas emissions. We are finding adequate solutions to greenhouse gas emissions in our offices and supply chain, e.g., by using renewable energy sources or reducing transport routes. We expect our business partners to also find ways to reduce their greenhouse gas emissions. Internally, we are organizing events and trainings to sensitize employees on climate and other sustainability topics.

#### **4. Fair working conditions**

We are implementing fair working conditions for all employees and comply with all national labor laws and the protection of personal data. We especially care about laws and regulations that on the principle of "no discrimination", "no child and forced labor" and the "right of freedom of association and collective bargaining". Our business partners shall respect their respective

national labor laws with specific attention to the core conventions described by the International Labor Organisation (ILO).

**5. Less inequality**

We believe that diversity can be a success factor and are striving to build more diverse teams. At the same time, we want to create equal opportunities and make decisions based on competence, not other factors. We don't tolerate discrimination based on age, gender, sexual orientation, ethnicity, religion, or disability.

**6. Respect for human rights**

Human rights are universal and protect the dignity of every person. We respect the dignity of every person, and our business partners shall do the same. Violations of human rights are not tolerated and can lead to a termination of the business relationship.

**7. Health and Safety**

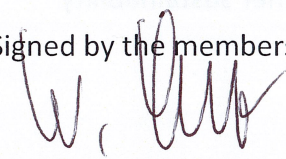
The work environment shall be safe and hygienic for all employees. We are providing personal protective equipment and conduct regular hazard assessments. Our goal is to reduce work-related incidents to zero and to maintain a high standard of health and safety for all employees. Our business partners shall pursue the same goals.

**8. Fair business practices**

Non-ethical business practices, such as corruption, price fixing, bribery or other forms of fraud will not be tolerated. Should these incidences occur, or should employees feel unsure of the integrity of a situation, employees are encouraged to report these incidences to a trusted person, so that the company can follow-up on the incidences. Our business partners shall have similar processes in place.

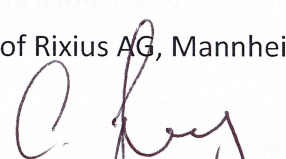
Rixius AG and the business partners comply by the described principles and include these principles in their respective business growth and development. Business partners agree to allow Rixius AG to conduct assessments on the compliance with these principles.

Signed by the members of the Board of Directors of Rixius AG, Mannheim, 5th September 2023



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Wolfgang Luckhardt



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Christian Sorg

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