

Code of Conduct

A. Preamble

Jade-Pack GmbH is committed to social responsibility and responsible corporate governance. This Code of Conduct describes the principles that the company considers guiding and essential for responsible corporate management. All our actions in every area, especially towards customers, suppliers, business partners and our employees, should be guided by the principles of integrity and fairness. Sustainability and the protection of our environment are key principles that guide all our actions and form the basis of our business model.

Compliance with applicable laws forms the basis of our actions. The regulations of this Code of Conduct reflect an authoritative basic attitude of Jade-Pack GmbH, but they do not establish any enforceable legal claims against the company.

B. General Principles

Compliance with Laws

We comply with the applicable laws, standards and other legal provisions in all countries in which we operate and also observe the social rules that exist in each case.

Business partners and authorities

Jade-Pack GmbH is committed to the principle of fair competition with all market participants and operates exclusively in accordance with generally accepted business practices, with particular emphasis on fairness and honesty. We maintain a trusting, open relationship with authorities.

Business secrets

All employees of Jade-Pack GmbH are obliged to maintain secrecy about all company matters. This obligation also applies after termination of the employment relationship. Business secrets of third parties are also treated with the necessary confidentiality by the employees.

Environmental protection and sustainability

Protecting the environment, sustainable products and production processes are a concern and an obligation for us. It is an essential endeavor of ours to harmonize ecology and economy. This is a fundamental part of our corporate policy. Our product development aims to constantly reduce the use of resources. Further information on our certifications in the areas of quality and hygiene management can be found on our homepage, where this Code of Conduct is also published.

C. Ethical, global and social principles

Human Rights

We are absolutely and irrevocably committed to respecting and guaranteeing human rights as the supreme good in all our actions. We strictly reject forced labor and child labor in any form.

Discrimination

We firmly reject any form of discrimination. This applies in particular, but not exclusively, to discrimination and disadvantages on the grounds of race or ethnic origin, gender, religion or ideology, disability, age or sexual orientation.

Occupational safety and health protection

Occupational safety and health protection are very high priorities for us, which in principle and without exception take precedence over the goals of production. All applicable regulations in this area must be strictly observed, and conditions must be created to avoid risks to health and safety. In this context, the regulations of the Occupational Health and Safety Act and the Working Hours Act must also be strictly observed.

Remuneration

Jade-Pack GmbH ensures that the remuneration of its employees fully complies with the applicable laws, in particular the Minimum Wage Act as a minimum standard. In addition, the collectively agreed regulations on remuneration issues are fully guaranteed and complied with.

D. Competition law principles

Antitrust law and competition

We are fully committed to exclusively fair competition with our market partners and competitors. We also comply with all applicable antitrust and competition laws and reject agreements on prices and conditions as well as agreements that serve to restrict competition or divide up markets and customers will.

Bribery and corruption

We strictly reject all forms of bribery and corruption, and Jade-Pack GmbH will not tolerate such behavior under any circumstances.

Accepting and offering gifts

Employees of Jade-Pack GmbH may not offer or grant any inadmissible advantages to business partners in the course of their work or accept such advantages. The acceptance of gifts is prohibited. The only exceptions to this rule are hospitality that is customary or occasional gifts of small value. The acceptance of monetary gifts is strictly prohibited in any case and in any amount.

E. Implementation

Employees

Jade-Pack GmbH shall bring this Code of Conduct to the attention of its employees in an appropriate manner and shall ensure that they comply with the regulations laid down in this Code of Conduct.

Business Partners

We expect our business partners to comply with all applicable laws and regulations in their cooperation with Jade-Pack GmbH. We recommend that our business partners also implement comparable principles.

Management of Jade-Pack GmbH