CODE OF CONDUCT



April 2026

Preamble

For us at Allit AG Kunststofftechnik, taking responsibility and contributing to environmental and social sustainability within the scope of our activities have always been top priorities. For this reason, we have developed this Code of Conduct for our business partners.

Allit AG Kunststofftechnik complies with applicable laws and regulations in all countries where it operates. We take this commitment to legal and regulatory compliance into account in all our business decisions. Our actions are consistently based on the preservation of human dignity as well as on integrity and ethical conduct—this is a matter of course for us.

To ensure compliance with the above standards, we require all business partners, suppliers, subcontractors, employees, and other stakeholders to adhere to the principles of this Code.

1. Scope

This Code of Conduct applies to all companies and business partners with whom Allit AG Kunststofftechnik, including its affiliated companies within the group, enters into a business relationship. This Code of Conduct forms an integral part of the business relationship between you and Allit AG Kunststofftechnik.

2. Environment and Sustainability

As a company, we are aware that raw materials are available only in limited quantities. For this reason, we require you, as a business partner, to ensure that your procurement and manufacturing processes do not conflict with the principles of sustainable development. Furthermore, we require you to comply with all applicable environmental laws and regulations.

3. Human Rights / Slavery

Respect for human rights is a top priority for Allit AG Kunststofftechnik. When selecting our business partners, we take great care to ensure that they comply with applicable and recognized human rights standards. In accordance with the Guidelines of the Organisation for Economic Co-operation and Development (OECD), we ensure that we do not source minerals from conflict-affected and high-risk areas. For this reason, we require you to comply with applicable human rights standards, in particular the European Convention on Human Rights, the principles of the UN Global Compact, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines.

4. Employee Protection and Working Conditions

The protection of our employees is of paramount importance to our company. For this reason, we require you, as our business partner, to comply with applicable regulations regarding the protection of employee health, as well as with laws and regulations governing fair working conditions. These include, in particular:

4.1 Child Labor

Allit AG Kunststofftechnik strictly opposes all forms of child labor and requires you, as a business partner, neither to engage in child labor nor to work with companies that engage in or support such practices.

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4.2 Forced Labor

Furthermore, Allit AG Kunststofftechnik prohibits all forms of forced labor and requires you to do the same. Forced labor is defined as any work performed by a person under the threat of punishment and for which the person has not volunteered.

4.3 Workplace Safety

Allit AG Kunststofftechnik is committed to protecting the health of its employees and ensures that all applicable laws, as well as safety and hygiene regulations, are complied with in order to guarantee a safe working environment for every employee at all times. We therefore also require you, as a business partner, to provide a safe working environment within your own company and not to enter into business relationships with companies that do not ensure this.

4.4 Fair Wages / Working Hours

Allit AG Kunststofftechnik places great importance on ensuring that employees receive fair wages and work reasonable hours. Therefore, we require you, as a business partner, to comply with applicable labor laws and minimum wage regulations and to ensure that your own business partners do the same.

4.5 Discrimination / Harassment

The diversity of our workforce is an indispensable asset to us as a company. That is why we ensure that no one is discriminated against or harassed in any way. For this reason, you agree to ensure that no one is subjected to any form of discrimination based on birth, caste, ethnic origin, nationality, race, sexual orientation, religion, disability, political affiliation, membership of a particular group, or gender. This also includes the consistent prevention of sexual, psychological, and verbal harassment.

4.6 Illegal Employment

Furthermore, as a business partner, you agree to employ only individuals who can present a valid employment contract that complies with applicable legal provisions.

4.7 Freedom of Expression

We guarantee the right to freedom of expression. As a business partner, you are required to ensure that this right is also upheld within your organization.

4.8 Employee Representation

At Allit AG Kunststofftechnik, employees are free to assemble in accordance with applicable laws and to form employee representative bodies to exercise their rights. For this reason, our company has had a works council for decades, and there has been a trusting and constructive working relationship between the works council and management. As our business partner, we expect you to grant your employees the same rights.

4.9 Avoiding Conflicts of Interest

Allit AG Kunststofftechnik expects its employees to make business decisions objectively, impartially, and in the best interests of the company. Personal interests and relationships must not influence these decisions. As a business partner, you must ensure that the same standards are upheld within your organization.

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5. Fair Competition

5.1 Competition / Antitrust Law

As a business, it is important to us to continually promote fair competition and thereby contribute to a stable economy. Therefore, we require you, as our business partner, not to violate applicable competition law, in particular antitrust law, and to implement mechanisms to ensure compliance throughout your organization. In particular, this includes unlawful restrictions on competition, such as cartel formation, price-fixing, and money laundering; however, this list is not exhaustive.

5.2 Corruption

Allit AG Kunststofftechnik strictly rejects any form of bribery or the granting of undue advantages. We therefore require you, as our business partner, particularly when dealing with public officials, government agencies, clients, or similar parties, not to grant or accept any benefits in order to obtain or provide unjustified competitive advantages. This includes, in particular, monetary gifts, invitations to events or meals, as well as gifts in kind. Where business courtesies are exchanged within the limits permitted by law, they must be transparently recorded and communicated.

5.3 Intellectual Property Rights

We also require you to comply with all applicable laws and regulations regarding the protection of the intellectual property rights of Allit AG Kunststofftechnik and those of third parties. This includes, in particular, copyrights, trademark rights, patent rights, and design rights. As a business partner, you are required to respect these intellectual property rights and, when using protected intellectual property, to enter into appropriate license agreements with the respective rights holders.

5.4 Confidentiality

Furthermore, as a business partner, you are required to ensure that no trade secrets, business secrets, or other sensitive business information that has come to your knowledge in any way is disclosed to third parties, whether for consideration or free of charge. The only exceptions are information:

- that was already known to the receiving party at the time of disclosure;
- that was already publicly known at the time of disclosure or becomes publicly known through no fault of the receiving party; or
- that was lawfully made available to the receiving party by third parties, unless, to the best of the receiving party's knowledge, such disclosure violates a confidentiality obligation.

5.5 Anti-Money Laundering

Allit AG Kunststofftechnik complies with its legal obligations regarding anti-money laundering. We also expect our business partners to refrain from engaging in money laundering activities and to comply with the applicable legal provisions for the prevention of money laundering.

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6. Data Protection

As a business partner, you are also required to comply with all applicable laws and regulations regarding the protection of personal data of all parties involved. In particular, it must be ensured that personal data is used exclusively for the purposes specified at the time of data collection and is never unlawfully disclosed to third parties.

7. Law and Regulation

In addition to the obligations outlined in this Code of Conduct for Business Partners, we also require you, as a business partner, to ensure that all other applicable laws, regulations, and guidelines are complied with in the course of your business activities. This also applies to those not expressly listed in this Code.

8. Export Controls and Economic Sanctions

We strictly comply with all applicable export control laws when shipping and exporting our goods. This also applies to foreign trade regulations and import control provisions. We comply with all applicable trade restrictions and sanctions regimes. We expect our business partners to comply with all applicable import and export control laws.

9. Product Safety

The products manufactured by Allit AG Kunststofftechnik comply with the agreed and legally required product safety standards. As a business partner, you are also required to ensure that this is the case for the goods and services you offer.

10. Compliance with the Code and Sanctions

10.1 Business Partners

We require you to comply with all provisions set forth in this Code of Conduct for Business Partners, as well as all other applicable laws, guidelines, and regulations. Furthermore, you must ensure that this Code of Conduct, or an equivalent Code of Conduct for Business Partners, is made available to all employees of the business partner in a language they can understand. In addition, we require you, as a business partner, to ensure that your own business partners or subcontractors comply with this Code or an equivalent Code of Conduct.

10.2 Compliance Obligation

In connection with your obligation to ensure compliance with this Code of Conduct for Business Partners, as well as all other company-wide policies and applicable laws, we require you to establish appropriate and adequate monitoring mechanisms and communication channels, in particular a compliance management system. This is the only way to ensure compliance with laws and regulations within a company.

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10.3 Granting of Access

We also require you, as a business partner, to grant our company access to, and provide information regarding, your mechanisms for preventing and addressing legal violations (compliance management system) upon request. We are entitled to exercise these rights of access and information through third parties, provided that such third parties are bound by confidentiality obligations with regard to this matter.

10.4 Sanctions

In the event of non-compliance with this Code of Conduct for Business Partners, Allit AG Kunststofftechnik reserves the right to impose sanctions on the respective business partner.
In the case of minor violations, we will give you, as a business partner, the opportunity to implement appropriate remedial measures within a reasonable period of time and to respond appropriately to the violation.
Repeated violations, an inadequate response to a violation, or a serious violation of this Code of Conduct for Business Partners may result in the immediate termination of the business relationship.
Depending on the nature and severity of the violation, claims for damages or other legal remedies may also be pursued.

11. Information

Further information regarding this Code of Conduct for Business Partners or our company's compliance efforts can be found at www.allit.de, where this Code of Conduct is also freely available in various languages.

You also have the option to report violations or provide information regarding misconduct through our whistleblower system. https://allit.integrityline.app

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