

COMPANY PRINCIPLES

KURO Kunststoffe GmbH traditionally conducts its business in accordance with national and international laws as well as generally accepted ethical principles. With this corporate vision, we want to clarify our corporate culture that is characterized by integrity, trustworthiness and responsibility.

ABOUT US

Our actions do adapt themselves to the requirements of various interest groups, such as customers, suppliers, our employees, as well as the social and ecological environment. Considering this responsibility, we develop, produce and sell products that convince our customers with their quality and reliability and reduce the environmental burden on production, use and disposal.

The high efficiency and profitability is the result of our flexible action from order intake to order completion. Long-term thinking, rather than short-term profit seeking, is an important maxim of our company.

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Qualified employees and high-quality products are very important to us. This includes a consistent commitment of our employees, who also bear responsibility in private life.

Everyone does a fundamental contribution to this. We are committed to a fair working world; our employees are the most important asset for us.

ENTREPRENEURSHIP AND LEADERSHIP

Our corporate culture is characterized by partnership and respect for the individual. Well-informed and motivated employees who do identify themselves with the company and its core values are the guarantors of quality, efficiency, innovation and growth. Our understanding of leadership in partnership relies on mutual trust, respect for each individual and the principle of delegation of responsibility.

At KURO Kunststoffe GmbH, there is a clear will to retain employees. Management, supervisors and employees believe that reconciling work and family life is desirable. Our employees have the greatest possible freedom and, within the scope of their responsibility, participate in both the decision-making process and the economic success of the company.

This means that we expect our employees to identify with the goals and loyalty towards the interests of the company

BUSINESS PARTNERS AND COMPETITION

Our corporate culture is characterised by partnership and respect for the individual and is based on honesty and reliability. We are reliable partners and do expect that in all points of our co-operation all binding laws and provisions are kept. This means that we do not expect any conduct that does question or put our integrity at risk.

We are committed to a fair competition and focus on innovative quality and performance. We reject illegal agreements or pseudo offers. As a result, we do not want to obtain orders either by granting or by offering unjustified benefits.

CORPORATE AND SOCIAL RESPONSIBILITY

Our company and its employees do respect the law. They do always act responsibly internally and externally and ethical principles are their guidance. These are, in particular, honesty, integrity, loyalty, fairness, tolerance and openness.

We are particularly committed to the protection of our employees and the environment and are able to do justice to it through sustainability. This also includes the social responsibility of the company as well as compliance with the highest ethical requirements. This is also evident in the strict rejection of products created by child labour.

OBLIGATION

Our business principles are subject to a continuous process of critical review and further development. We expect all employees to align themselves with these goals and core values and to act always accordingly. Managers have a high level of responsibility and a special role model.

CODE OF CONDUCT

This code of conduct is a binding directive for all employees of the company.

The Code of Conduct is based on our ethical values and the underlying business principles that are characterized by integrity and loyalty. As honest entrepreneurs, we are committed to the highest ethical standards. There is a great responsibility towards our customers. Our customers as well as our business partners can rely on us.

This means, in particular, that we always abide by the law, that we conduct fair competition and that we are reliable partners. We are convinced that this is the only way to ensure long-term competitiveness and thus employment and economic success.

The Code of Conduct neither can regulate everything nor is this its purpose. It contains principles and minimum standards, which are equally binding and to be respected by all employees. Furthermore, we want to encourage all those who work with us to embrace these principles as well.

This Business Conduct Guideline serves as implementation of our Code of Conduct

- Professional engagement**
Professional engagement characterizes itself by continuous and optimal use of skills and acquired knowledge, which are constantly complemented by our own training. Personal commitment and a high level of commitment in the fulfillment of the tasks and acquisition of the necessary knowledge are required. It requires the active support of each one of them, in particular with respect for the environment, health and safety at work.
- Respect for others**
Respect for others is a prerequisite for the personal and professional development of each individual. This principle requires respect for the diversity of lifestyles and cultures and openness to any national origin. It manifests itself in listening, sharing information, explaining and engaging in dialog.
- Integrity**
Integrity requires every person to have absolute integrity in the performance of his professional duties. Regardless of local customs, personal interests have strictly to be separated from the interests that one has to represent because of his professional duties. This applies both within the Group and in cooperation with external partners
- Loyalty**
Loyalty is the demand for sincerity and fairness in dealing with superiors, colleagues, employees and external partners. In particular, it prohibits the pursuit of personal objectives, which are contrary to the objectives of the company. It requires compliance with the provisions and regulations of KURO Kunststoffe GmbH.

- **Solidarity**

The basis of Solidarity is the mutual commitment and responsibility of all members of a group within their professional activities, in order to promote teamwork and mutual support. It refuses to work methods or processes in which personal interest is above that of the company.

- **Respecting the laws**

The Company complies in all respects with the legal regulations. Particular attention will be paid to:

- Acts that do infringe competition law are prohibited.
- We reject any form of active or passive corruption in national or international transactions

- **Respect for the environment**

The Company operates active environmental protection. The work processes at their production facilities are set up the way to be able to determine, discover and regularly monitor measurable environmental targets, irrespective of where they are located. The company endeavors to adapt the key environmental indicators of its production facilities to the level of comparable facilities, possibly in addition to the requirements of the applicable local legislation

- **Respect for health and safety at work**

The Company shall take all necessary measures to ensure the best possible health and safety at work. It defines a policy of risk prevention, ensures its implementation and monitoring. It applies this policy to its employees and to the employees of third-party companies, to the extent that such work has to be carried out at the company's production facilities.

- **Respect for employees rights**

The company carefully pays attention to the respect of employees' rights. It encourages active dialog with its staff.

Without restriction, and even if local laws allow, the following shall apply:

- Forced labor and child labor directly or indirectly within the course of carrying out work at the company's production facilities either directly or and indirectly by external contractors is prohibited.
- The Company shall in no way act discriminatory towards its employees, either on selection process, in recruitment, in day-to-day employment or in the event of termination of employment