

Corporate Responsibility Statement

of

SUNPOR Kunststoff GmbH

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Foreword

Since its inception, SUNPOR Kunststoff GmbH has developed into a strong and innovative company that enjoys international success. To ensure that this remains the case, we attach particular importance to our corporate values.

These come together with our corporate objectives, statutory requirements, our values and corporate policies to form the framework for our actions.

We at sunpor are committed to conducting ourselves with integrity, respect and fairness towards our employees and third parties, and to conducting our international business activities in full compliance with national and international regulations.

This Corporate Responsibility Statement must be observed by all employees as our reputation, and with it the very future of our company, lies in the hands of each and every one of us. Managers have a special role to fulfil here in setting an example of how to observe these rules of conduct.

St. Pölten, 15 January 2021



Roman Eberstaller
CEO

1. Subject matter and scope

This Corporate Responsibility Statement applies to all of sunpor's activities, setting clear standards when it comes to integrity and proper business conduct. It must be observed by all employees of the company as well as by consultants, representatives or other individuals working for sunpor.

Employees are required to use their judgement in a responsible and prudent way and are to be guided by the principles of honesty, reliability and integrity. Employees must not exploit their position for personal gain, nor may they encourage or tolerate conduct that is inconsistent with this CR Statement.

2. Observing applicable law

Employees must observe any and all guidelines, regulations and internal instructions applicable within their own area of responsibility as well as all statutory requirements.

3. Employees

Our work together should be characterised by decency, mutual respect, fairness and trust, with a culture of open communication being maintained at all times.

Due regard must be paid to the privacy of employees.

We do not tolerate any discrimination on the grounds of national or ethnic origin, gender, sexual orientation or identity, culture, religion or belief, age or health. Employees are recruited and promoted on the basis of their qualifications for the intended position.

The highest priority must be attached to ensuring the safety of our employees in the workplace as well as of our products and services at all times.

4. Fair working conditions

sunpor offers all employees appropriate remuneration and fair working conditions that fully comply with all legal requirements.

The company rejects any and all forms of forced or child labour as well as any attempts to prevent employees from being legitimately represented.

5. Tolerance and equal opportunities

sunpor respects the fundamental rights of people around the world. As a globally active company, we work together with employees and business partners of different nationalities, cultures and ways of thinking. We do not tolerate any unlawful discrimination, harassment or disparagement. In particular, we do not tolerate discrimination on the grounds of national or ethnic origin, gender, sexual orientation or identity, religion or belief, political opinion, age or health.

6. Open and fair competition

sunpor is committed to upholding the values of fair and open competition around the world. Anti-competitive practices, such as price fixing with competitors, collusion on production services, distribution, tenders, resale prices or market sharing, as well as abusing a dominant position, are prohibited.

7. Granting and accepting benefits

sunpor is adamantly opposed to all forms of corruption and bribery. It only maintains business relationships with suppliers, customers, consultants and business partners who have a good reputation here. When competing on the market, we focus on demonstrating the quality and performance of our products and our services.

Employees may grant and accept benefits within the confines of the law with a view to maintaining business relationships. It should be remembered, however, that giving gifts or invitations is only permitted if, in view of their value (monetary or otherwise), they are not capable of unlawfully influencing the actions or decision-making of the recipient or put the recipient in a position where a favour or otherwise is owed. This applies in particular to representatives of public authorities (officials).

8. Relationships with customers, suppliers and service providers

sunpor conducts itself properly, honestly and with integrity when interacting with its customers, suppliers and service providers.

It applies objective and transparent evaluation criteria when selecting customers, suppliers and service providers. sunpor also expects its business partners to adhere to the values set out in this policy.

9. Conflicts of interest

Employees must act in the best interests of sunpor and not their own, which means that situations in which personal interests collide with the interests of sunpor should be avoided. In the event of such a conflict of interest arising, it must be disclosed to the superior.

In particular, employees are prohibited from investing in competitors, suppliers or customers, or from entering into their own business relationships with them. This does not include holding a small amount of shares in companies listed on the stock exchange.

10. Protecting know-how and business secrets

The success of sunpor depends in particular on patents, inventions and specialised know-how. Under no circumstances may employees disclose new findings or company secrets to third parties in any way whatsoever. Company documents and data carriers must be protected from being accessed by unauthorised individuals.

Business information about sunpor or a business partner that is not in the public domain must be kept confidential, with precautions being taken to prevent unintentional disclosure. Any such information may only be used to the extent required for the business.

It is strictly prohibited for confidential information to be used directly or indirectly, either during or after the term of employment, by employees or third parties for personal gain or to the detriment of sunpor.

Employees respect the business secrets of competitors. Information about competitors is obtained using fair and legal means.

sunpor's public relations work, such as that involving the press and other media, must only be conducted by the respective employees responsible for such matters.

11. Protecting assets

sunpor provides employees with the resources needed for them to perform their work, such as buildings, facilities, equipment, inventories, liquidity, property rights and know-how as assets.

Employees must handle these assets with care and protect them from being lost, stolen or damaged.

As a general rule, sunpor's assets may only be used for business purposes, with personal use only being permitted within the framework of sunpor's policy on personal use of company property.

12. Health, environment and sustainability

sunpor is committed to preventing damage or injury to individuals, the environment and property at all times.

We work hard to take a responsible and careful approach when it comes to the environment and using natural resources. This is particularly true for the development and use of new products and manufacturing technologies. State-of-the-art facilities use resources as efficiently as possible and minimize emissions.

> Environmentally friendly

With our 'Responsible Care' certification, we at sunpor make our contribution to an economy based on sustainability: For EPS products that consume as few resources as possible when being produced in order to save even more resources when being subsequently used.

We optimise each and every one of our processes with a view to minimising our ecological footprint. To achieve this, we rely on top-quality raw materials, biomass energy and electricity generated exclusively from renewable energy sources. Our powerful photovoltaic system generates zero-carbon solar power.

We are registered partners of the Operation Clean Sweep and Zero Pellet Loss initiatives and actively implement these policies.

> Dedicated

We are actively involved at the international level in work to develop a comprehensive EPS recycling system, **which is why we are involved in the "PS Loop" initiative** (as a partner).

> Social

We owe our success to the local people and resources, which is why we support social and charitable initiatives in the region.

13. Workplace safety and accident prevention

sunpor firmly believes that protecting the life and health of our employees is non-negotiable. Employees are required to take part in regular safety training courses, as well as to comply with safety regulations and applicable laws.

We also believe in the importance of having occupational workplace health policies in place to safeguard and improve the physical and mental well-being of everyone working here.

Not only is safety something that we live and breathe in the company itself, but we also convey this ethos to our customers, partners and stakeholders.

14. Money laundering

sunpor complies with national and international anti-money laundering regulations.

15. Business accounts

sunpor's business and financial transactions must be fully and accurately recorded in the business accounts and properly documented. All laws and internal regulations on accounting practices must be observed, as well as the accounting standards applicable in the respective countries.

16. Implementing the CR Statement

In the event that employees observe facts or circumstances that constitute a breach of this CR statement, or if they have any questions about a specific situation, the first point of contact here is their superior. Should the superior themselves be implicated in such a breach, then their respective superior must be informed.

Any enquiries and reports will be handled confidentially.

Any breach of the provisions set forth in this statement by employees may result in disciplinary action up to and including the termination of employment, as well as being followed by other legal action.

17. Supplements

This document is published as an addition to sunpor's current policies in place.