

A background image of a glass globe reflecting a lush green forest scene, with a horizontal bar in orange, green, and blue at the bottom.

## Kelheim Fibres – Supplier Code of Conduct

Kelheim Fibres is supporter of the UN Global Compact. We highly encourage our business partners to also engage in this program and to adopt the core values of the Global Compact.

We expect our suppliers to provide safe working conditions, treat workers with respect, act fairly and ethically and use environmentally responsible practices. This code outlines expectations for suppliers regarding environment, labour and human rights and compliance / business ethics.

### ENVIRONMENT

Our suppliers are required to take their responsibility to secure a sustainable future for all seriously.

Kelheim Fibres stands for nature & performance. Our suppliers are expected to ensure sustainable management of water and sanitation for all as well as access to affordable, reliable, sustainable and modern energy. We understand taking action to combat climate change as core obligation of modern companies.

The protection of oceans, seas and marine resources as well as terrestrial ecosystems, the sustainable management of forest and biodiversity are another key topic we expect our suppliers to take as seriously as we do.

### LABOUR AND HUMAN RIGHTS

Kelheim Fibres complies with all laws and applicable regulations. We expect suppliers to treat their workers fairly and equally regardless of race, ethnicity, age, religion, disability, gender or sexual orientation of the workers. Suppliers should also actively promote health and safety in all activities, processes and productions.

Kelheim Fibres wants their suppliers to support and respect the protection of internationally proclaimed human rights and make sure that they are not complicit in human rights abuses. Furthermore, we have a zero tolerance policy towards forced and compulsory as well as child labour.

### COMPLIANCE / BUSINESS ETHICS

Kelheim Fibres has three core values which we actively promote and live: trust, engagement and innovation.

Those values are key for future oriented business development. We speak out clearly against corruption, including extortion and bribery. We expect the same from our business partners.

### CONSEQUENCES IN CASE OF INFRINGEMENT

In case of infringements against this Code of Conduct, Kelheim Fibres reserves the right to examine the individual case and derive according consequences up to the elimination of future business.

Januar 2024

A handwritten signature in black ink, appearing to read 'Craig Barker'.

Craig Barker  
CEO Kelheim Fibres GmbH