

# Ethics Charter of Ninkaplast GmbH

## Preamble

The Ethics Charter specifies important elements of our corporate guidelines and thus represents a guideline for our conduct in our working relationships, as business partners, and as part of the community. The ethics enshrined therein are essential to all our business activities and, at the same time, form the foundation for successful cooperation within the company and with our suppliers and customers.

## 1. Our commitment to the community and society

Principle: We are committed to upholding high ethical standards, complying with all applicable laws and regulations, and respecting local and national cultures.

### 1.1. Commitment to human rights

ninka condemns the violation of human rights in any form, including in particular child labor and forced labor. ninka prohibits the employment of children under the age of 16 and all forms of forced labor.

### 1.2. Prohibition of bribery and corruption

Our ethics policy prohibits bribery and corruption. All employees and representatives of the company must comply with this prohibition and applicable laws. The use of ninka funds, services, or assets for improper or illegal purposes is strictly prohibited. Although good customer and supplier relationships are encouraged as the basis for successful business activities, they must never cause legally problematic situations. No one may obtain an improper or illegal advantage on behalf of the company by giving or receiving favors or other forms of benefits, whether in cash or in kind. Neither business units nor individuals may accept monetary values or favors that are contrary to law or regulations.

### 1.3. Occupational safety, health, and environmental protection

Our goal is to maintain high standards in the areas of occupational health and safety and environmental protection. We comply with all applicable environmental laws and regulations. We want to prevent work-related injuries, illnesses, and the release of pollutants. Our ISO 14001 certification, our ninka vital health management system, and our house rules, which include a strict ban on alcohol and drugs in the workplace, are also relevant in this context.

In their daily work, all employees act responsibly and in an environmentally conscious manner, guided in particular by the following principles:

- Reducing waste and pollutant levels, protecting natural resources, and recycling used materials
- Implementing an active policy of developing and using technologies that reduce pollutant emissions.

#### **1.4. Regularity of accounts, books, and records**

Assets, liabilities, income, expenses, and other transactions carried out by the business units of the corporate group must be recorded in the books and financial statements of these units, which must be kept regularly in accordance with applicable principles, rules, and laws. Documents relating to the recording of commercial or financial transactions must accurately reflect these transactions.

## **2. Our commitment to our employees**

Principle: The quality of our employees is a valuable competitive advantage. To fully leverage this advantage, our goal is to hire highly qualified employees, retain them in our company, and maximize their chances of success through training and development. We are committed to ensuring a safe working environment that is enriched by diversity and characterized by open exchange, trust, and fair treatment.

### **2.1. Leveraging diversity**

Due to ninka's international orientation, we build on our strength based on diversity by

- recruiting, promoting, and retaining qualified employees,
- promoting a productive work environment in which individual and cultural differences are respected and valued and in which all employees are encouraged to make a comprehensive contribution and fully exploit their potential,
- identifying and training managers, especially those who are able to work effectively across different cultures.

### **2.2. Securing qualified young talent**

In order to secure the long-term development of our company in terms of personnel, we recruit young talent from technical colleges, universities of applied sciences, and universities. Among other things, we also offer dual study programs in the fields of mechanical engineering and business administration. We work with selected faculties at an early stage and regularly offer project work, theses, and internships.

In addition, we have been securing our need for skilled workers for decades through our own training programs. In addition to their technical training, trainees receive comprehensive information about the company, its products and markets, and the processes in the value chain.

### **2.3. Career advancement**

We continuously support our employees in their careers and provide them with further training so that they can reach their full potential. Through various forms of training, both directly at the workplace and outside of it, we nurture their talent and expand their skills. Managers ensure that all employees are treated fairly. Of course, employees' career paths will differ depending on their talent, interests, and performance. Through numerous project work and circles, employees have the opportunity to contribute their ideas and concerns to the company process and make a name for themselves.

### **2.4. Equal opportunities**

The hiring of individuals and their professional development and advancement depend solely on their personal qualifications, skills, and performance. Managers ensure that the working environment for all employees is free from any form of physical or psychological harassment and discrimination, whether based on skin color, race, gender, pregnancy, age, disability, or religious affiliation.

### **2.5. Positive work environment**

In our pursuit of a positive working environment in which everyone is treated with respect, we advocate for a broad spectrum of perspectives, promote individual and team achievements, and reward employees according to their performance. We strive to meet the diverse needs and expectations of our employees. This includes, for example, flexible working time arrangements and support for further training.

Harassment and discrimination of any kind by or against employees, suppliers, or customers is strictly prohibited. This applies not only to types of harassment and discrimination that are prohibited by law, but also to any behavior that is inappropriate in a company or that conflicts with the goal of treating everyone with respect and dignity.

### **2.6. Salaries and benefits**

Our total compensation program is designed to attract and retain talented employees for our company. It includes competitive salaries and benefits that take into account industry standards and legal requirements. Individual compensation is based on performance and the level of responsibility. ninka is bound by collective bargaining agreements.

### **2.7. Open communication**

Employees are encouraged to engage in a free exchange of views with their superiors, particularly with regard to improving their respective working environments. The quality of the exchange of views and communication between individual employees and managers is a key element of social dialogue.

## **2.8. A safe working environment**

Every employee receives appropriate training in recognizing and avoiding dangerous situations. ninka is particularly committed to strengthening awareness of responsibility for health protection and accident prevention and to ensuring the best possible working conditions in the workplace. As part of its health management program, ninka is constantly working to optimize the workplace with regard to health risks.

## **2.9. Confidentiality of personal employee data**

Company management and employees are required to strictly comply with laws and regulations governing the protection, use, and confidentiality of personal data. All information relating to private life, performance reviews, promotions, and remuneration must be treated as confidential. Access to this information is restricted to authorized persons.

## **3. Our commitment to our customers**

Principle: Our success depends heavily on our ability to continuously meet the ever-changing needs of our customers. We therefore aim to respond to customer requests in innovative ways while offering high-quality products and services at competitive prices.

### **3.1. Product safety**

We continuously test our products to identify potential risks to employees, customers, or the environment.

### **3.2. Product improvements and innovation**

We are currently improving existing products and researching future customer needs. Innovation is a driving force in our company, helping us to secure our market position and benefit our customers.

### **3.3. Quality standards**

The highest quality of our products and processes is an essential basis for our company's success. We are committed to meeting or exceeding our customers' demanding specifications at all times.

### **3.4. Delivery reliability**

We see ourselves as a reliable partner to our customers. We ensure that our products are delivered to the customer's site at the required time and in perfect quality so that the customer's production flow remains secure.

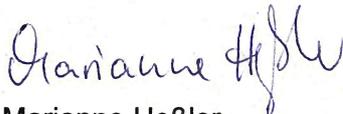
**3.5. Data protection**

ninka employees are prohibited from disclosing sensitive or confidential information and data about products, projects, processes, or plans of our customers, suppliers, and internal ninka know-how to third parties in any form whatsoever. This also applies to disclosure to other unauthorized ninka employees. If there is any doubt about the correct course of action, every employee is obliged to obtain approval for any disclosure from their supervisor or the customer.

In particular, electronic communication and storage media may only be used for the benefit of customers and ninka in compliance with the relevant ninka guidelines.

Bad Salzflen, 26.06.2025

  
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