

## Code of Behavior Statement CSR (Corporate Social Responsibility)

For the Felix Schoeller Group law abidance, sustainability, integrity and the principles of ethical behavior are important for successful customer and supplier relations.

For the protection of our employees, we follow relevant laws. We are certified according to ISO 45001 – health and safety management system. We pay attention to health, safety and the personal rights of our employees and we treat our employees with respect, fairly and without discrimination. We employ and reward our employees based on fairness, conforming to the law and negotiated contracts.

The Felix Schoeller Group pays attention to laws regarding the protection of the environment, we keep the environmental burden as little as possible in compliance with all laws and we considerate the transparency to public authorities and the interested public. We have focused our work on continuous improvement of the environmental performance. Therefore, we have established and certified an environment and energy management system according to ISO 14001 and ISO 50001.

As a company within the paper Industry, we demonstrably pay attention to the origin of our pulp and keep all legal and international requirements such as the European Timber Regulation; the Lacey Act, the UK Timber Regulation and so on. For the proof of conformity, we are FSC certified.


We despise all forms of corruption.

When are choosing our suppliers, we pay attention to system conformity to our own standards.

We always work according to our corporate philosophy and comply with the 10 guidelines of the Felix Schoeller Group in respect of quality, hygiene, environment and safety.

Our rating shows how important the topic of corporate social responsibility is for us by an international CSR rating organization. 21 criteria from the following areas were analyzed: environment, labor and human rights, ethics and sustainable procurement. Criteria such as energy and greenhouse gas, water, recyclables, chemicals, waste, product life cycle and environment, sustainable consumption, safety at work, working conditions, career planning and development, child and forced labor, discrimination, fundamental human rights, corruption and bribery, anti - competitive practices, suppliers & environment, suppliers & social issues are included in the evaluation in detail.

We are among the TOP 6% of the rated companies and were judged once again with "CSR Gold".

DocuSigned by:  
  
 M. Breimhorst  
 Osnabrück, 01.06.2022

DocuSigned by:  
  
 i.V. Deny Figueiras



## Grundsatzklärung zu den FSC-Kernarbeitsnormen

Felix Schoeller Group is committed to the FSC core labor standards and hereby declares:

### We do not use child labor.

- - No workers under the age of 15 are employed. No person under the age of 18 will be employed in hazardous or heavy work; except for training under approved national laws and regulations.
- [If applicable] Persons 13 to 15 years of age are permitted only for light work and the employment does not interfere with schooling, nor is it harmful to the health or development of children. Specifically, where children are subject to compulsory school attendance, they shall work only outside school hours during normal daytime working hours.
- - The certificate holder prohibits the worst forms of child labor.

### We exclude all forms of forced and compulsory labor, in particular:

- - physical and sexual violence
- - bonded labor
- - Withholding of wages/including the payment of labor fees and/or the payment of a deposit to take up employment
- - Restriction of mobility/mobility of the worker
- - Withholding of passport and/or identification documents
- - Threat of denunciation to the authorities.
- - Employment relationships are voluntary and based on mutual consent, without threat of penalty.

### We ensure that employment and professional practices are non-discriminatory.

### We respect the freedom of association and the effective right to collective bargaining.

- - Workers may form or join workers' organizations of their own choosing.
- - The certificate holder (and, if applicable, the affiliated sites in Germany) respects the full freedom of workers' organizations to establish their statutes and rules.
- - Negotiations with legally established employee organizations and/or duly elected representatives will be conducted in good faith and, where applicable, we will use our best efforts to conclude a collective agreement.
- - Collective agreements will be implemented where they exist.
- - Employees will not be discriminated against or penalized in the exercise of the above rights and we will respect the right to freedom of association and collective bargaining.

|                        |                               |                    |
|------------------------|-------------------------------|--------------------|
| Name<br>Deny Figueiras | Function<br>Senior Expert QSU | Date<br>01.06.2022 |
| Release:<br>01.06.2022 |                               |                    |



## SCHOELLER TECHNOCELL GMBH & CO KG

wurde mit einer

### Gold-Medaille

zur Anerkennung ihres EcoVadis Ratings ausgezeichnet

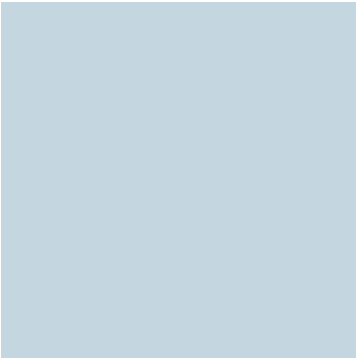
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**Gültig bis: Mai 2023**

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# COMPANY MISSION STATEMENT

LIVING BY OUR VALUES – SHAPING THE FUTURE



## INTRODUCTION

- We are Schoeller, a family business with many years of tradition, with German roots and an international orientation.
- We are paper producers and paper refiners and with modern technology we produce high quality carrier materials and surfaces for visual communication. Our products serve our customers as the basis for the highest degree of creativity and freedom in the creation of their messages and contents, pictures and designs.
- We are proud of our independence, and in order to guarantee it, the top priority for us is lasting profitability.
- We will continue to enjoy healthy growth, to meet new challenges openly and open-mindedly and to shape our future in an active and committed manner.
- Regarding our shareholders, who stand behind the company in bad times as well as in good ones, we are very aware of our responsibilities as the trustees of their assets.
- Since the start, social commitment has been a link between the shareholders, the management and the workforce.
- Respect, honesty and fairness form the foundation of our cooperation.
- Internal and external reliability and fairness, along with the high quality of our products, are the requirements for the satisfaction of our business partners and the basis of our success.
- We are a powerful community and each of us knows their rights and duties.
- Together we have developed and laid down this Mission Statement.



## WE VALUE OUR CUSTOMERS

- For our customers we are a predictable and reliable partner. We say what we are doing and we do what we say.
- Relationships of trust are the foundation of our business. We treat our partners with respect and with esteem, and we always communicate openly and promptly.
- Our aim in each partnership is to achieve a balance between giving and receiving.
- Based on our core competence in the production and processing of paper we develop solutions for our customers for the widest range of application areas. Together with a comprehensive range of products and services we also offer them customised solutions.
- We are always receptive to the needs and wishes of our customers and we look for solutions which satisfy them and meet their needs.
- We take pride in being able to offer our customers the value for money and in conjunction with them to optimise added value across company boundaries.
- These principles equally apply to our dealings with suppliers, banks and creditors, public authorities and other business partners.

## WE LIVE OUR VALUES RESPECT AND HONESTY

- We respect and value one another, and we can rely on each other.
- We communicate with each other in an open, fair and honest way.
- Every employee receives all the information necessary for daily work. At the same time we expect that each employee will also ask for this.
- Every employee can actively submit to us ideas and suggestions and will be listened to.
- We do not avoid discussion and we are aware of our own responsibilities in each situation.
- We handle mistakes openly and honestly, learn from them and correct them as quickly as we can.
- We express all goals clearly: the content, the scale and the time limits are accurately fixed. We state clearly and precisely what we expect.
- We see as important the commitment of each and every person, while we expect and encourage individual responsibility.
- We provide freedom to achieve agreed goals and for personal development.
- Our management delegate tasks, competences and responsibilities to those who can carry them out efficiently. In doing so they remain aware of their overall responsibility.
- Each of us is prepared to commit ourselves to the aims and interests of the company.



## WE WELCOME NEW IDEAS

- We face up to new and unprecedented challenges with courage.
- New challenges inspire us. Our daily work in the company is shaped by our curiosity. We see new challenges as an opportunity to guarantee the future of the business.
- We adapt quickly to changes in overall conditions and cooperation, but at the same time we initiate and drive change. In doing so we also adapt ourselves.
- We exploit the opportunities of social and economic change.
- We are open to the innovative ideas of our staff, customers, suppliers and other partners. They make it possible for us to improve further and to achieve peak performance.
- We draw attention to successful changes and we communicate it sustainably.

## WE FOCUS ON SUSTAINABLE DEVELOPMENT

- Long-term success is more important to us than short-term profit maximisation.
- Our most important resources are good qualifications and experience. This is why we attach importance to a sound training and continuous qualification of all employees and aim at long-term cooperation.
- We persistently and constantly improve occupational safety.
- We maintain and promote the health of our staff through operational measures and at the same time we encourage them to also take responsibility for looking after their health.
- We help our employees to ensure a balance between career and family.
- We are committed to the social partnership between employers and employees and we put it into practice.
- Reducing the effect of our business on nature and the environment is an important matter for us.
- We know that the material and financial resources available to us have their limits and we use them in an ethical way which is economically and ecologically responsible.
- We also use our time in a conscious, targeted and effective manner, avoiding unnecessary work.
- Every employee, irrespective of where she or he works, supports these efforts and uses all resources as sensitively as possible.

