

CODE OF CONDUCT

VERSION 02/2021

CODE OF CONDUCT (COMPLIANCE)

WHAT IS THE WEIG CODE OF CONDUCT?

It is a set of rules for all employees and all companies of the WEIG Group, which should help them to behave in accordance with applicable laws and generally accepted ethical standards.

WHY DO WE NEED A CODE OF CONDUCT FOR?

- It assures companies that the rules are known and adhered to and prevents violations of the law.
- As an internationally active group of companies, our business partners, customers, suppliers and service providers expect us to have defined such a set of rules in writing.
- It gives employees confidence as to how they should or may behave. A contact person bound by confidentiality is available to all employees.

WHAT DOES THE CODE OF CONDUCT INCLUDE?

The rules cover all areas in which employees work and have contacts. Assistance is available, amongst other things, for

- Dealing with business partners
 - Suppliers (e.g. accepting gifts)
 - Customers (e.g. granting advantages)
 - Competitors (e.g. antitrust conduct)
 - Associations (e.g. antitrust conduct)
- Dealing with public interest groups
 - Authorities (e.g. public procurement)
 - Associations (e.g. granting of donations)
- Dealing with colleagues and employees
 - Leadership (e.g. clear tasks)
 - Discrimination (e.g. observance of personal rights)
 - Safety in the workplace (e.g. wearing protective clothing)
- Handling information

- Confidentiality (e.g. production or development processes)
- Financial data (e.g. truthful records)
- Data protection (e.g. storage of personal data)
- Dealing with conflicts of interest
 - Secondary employment (e.g. approval requirements)
 - Private interests (e.g. private commissioning of business partners)
- Handling company property
 - Use (e.g. only for business purposes)

WHEN IS THE CODE OF CONDUCT APPLICABLE?

As the rules refer to existing and effective laws, there is no specific validity date.

WHO IS YOUR CONTACT?

Mr Michael Buchner was appointed as the agent. Unless expressly exempted from this, he is obliged to maintain absolute confidentiality and will be happy to answer any questions you may have.

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Preamble

As an internationally active family business, the WEIG Group is one of the leading companies in Europe for the development, production and sale of recycled board, paper recycling and cardboard processing.

Our dealings with our customers and suppliers, our employees and the public are always guided by integrity, honesty and loyalty. This responsible approach is a key factor in the long-term success of our medium-sized group of companies managed by the owner family.

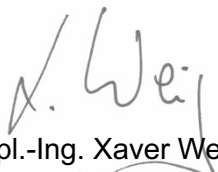
Compliance with all laws, regulations and guidelines, as well as contractual obligations and voluntary commitments, is essential to ensure our continued performance and economic success.


With this **Code of Conduct** (Compliance), the WEIG Group is committed to a clear set of rules that should help us continue to act in accordance with all laws. The aim is to prevent situations that call into question the integrity of the behaviour of our employees in the WEIG Group. This **Code of Conduct** provides guidance and encourages each and every employee to act independently.

This **Code of Conduct** applies uniformly to all WEIG Group companies. Foreign subsidiaries may take account of the respective national legal and economic peculiarities. This **Code of Conduct** is supplemented by specific guidelines for specific topics, in particular the Code of **Conduct for Purchasing**, the **Code of Conduct for Competition** and **them Privacy Policy**.

These guidelines are helpful, but they cannot reflect everything related to compliance, nor can they answer every question. If an employee is unsure about what to do in a particular case, they may contact the Compliance Officer.

Mayen, 20.5.2021


Dipl.-Ing. Xaver Weig


Dipl.-Kfm. Moritz J. Weig

A. THE PRINCIPLES OF OUR BEHAVIOUR

1. COMPLIANCE WITH LAWS

We will comply with all laws, regulations and guidelines, as well as contractual obligations and voluntary commitments.

Responsible action means, first and foremost, lawful action. For the WEIG Group, it is a matter of course that all of our employees act in accordance with the applicable law.

In addition to the statutory provisions, each employee must also comply with all voluntary codes of conduct, principles and other guidelines of conduct of the WEIG Group (hereinafter referred to as '**Guidelines**').

Transactions must be avoided in particular if they constitute a violation of

- the laws in force in the respective country,
- Regulations and directives,
- existing contractual obligations,
- this **Code of Conduct**, or
- any other code of conduct of the WEIG Group

in the first place.

An employee of the WEIG Group who decides against a transaction and in favour of complying with the law will not suffer any financial or other disadvantage as a result.

In the event of a violation, every employee must expect disciplinary consequences due to the breach of his/her employment contract obligations, irrespective of the sanctions provided for by law. Violations are punished regardless of the hierarchical position in question.

2. RESPONSIBILITY FOR THE REPUTATION OF THE WEIG GROUP

We will always respect, maintain and promote the reputation and public image of the WEIG Group.

The reputation of the WEIG Group is significantly shaped by the appearance, actions and behaviour of each and every one of us. Unlawful or inappropriate conduct by even one employee can cause significant damage to the WEIG Group.

Consequences of non-compliance may include:

- significant reputational loss,
- fines and fines,
- Claims for damages,
- Exclusion of public tenders.

3. PROTECTION OF THE ENVIRONMENT

We want to make an important contribution to sustainability and the careful use of resources.

By focusing on paper waste, we focus on the sustainable development and reuse of an important raw material.

Through appropriate leadership responsibility on the part of the management and the commitment of the employees, the WEIG Group wants to make its business operations environmentally friendly and constantly works to improve production conditions and processes. The WEIG Group operates its business premises in such a way that adverse effects on the environment are avoided as far as possible. We are committed to continuously reducing energy consumption and heating requirements.

Every employee should ensure that processes are developed and implemented in accordance with the fundamental principle of sustainability.

4. REFERENCE FOR GLOBAL HUMAN RIGHTS

The WEIG Group respects and protects the observance of general human rights at all its own locations as well as at suppliers and customers. We reject forced labour

and child labour of any kind. We respect the personal dignity, privacy and personal rights of each individual;

- protect and uphold the right to freedom of expression and expression;
- do not tolerate unacceptable treatment of employees such as physical and psychological hardship, sexual and personal harassment or discrimination.

B. HANDLING BUSINESS PARTNERS

The quality of our products and services is a decisive factor for our success. We gain the trust of our customers through honest and fair conduct and strive to meet the wishes and needs of our customers.

1. SUPPLIERS

We expect our suppliers to comply with the statutory provisions and to share all the values of the WEIG Group. In addition, the WEIG Group expects its suppliers to apply the principles it has defined with regard to responsibilities towards third parties and the environment and in the **Code of Conduct for Purchasing** and the **Code of Conduct for Competition**:

- Compliance with all applicable laws,
- Waiver of corruption,
- Respect for the human rights of its employees,
- Compliance with the laws against child labour,
- Taking responsibility for the health and safety of their employees,
- Compliance with relevant national laws and international standards for environmental protection,
- Request that these values also be implemented and adhered to within the company's own supply chain.

2. COMPETITION

Fair competition is a prerequisite for free market development and the associated social benefits. Accordingly, the principle of fairness also applies to competition for market share.

All employees are obliged to comply with the rules of fair competition and observe the **Code of Conduct for Competition** insofar as this is within their area of business.

Please note that the applicable rules may vary from country to country and from case to case.

There are certain types of behaviour that may lead to a breach of antitrust law. For example, employees are not allowed to:

- Talk to competitors about prices, output, capacity, distribution, tenders, profit, profit margins, costs, methods of distribution or other factors that determine or influence the competitive behaviour of the company with the aim of inducing the competitor to engage in similar behaviour;
- enter into agreements with competitors regarding non-competition, the limitation of business relationships with suppliers, the submission of bogus bids in tenders, or the allocation of customers, markets, territories or production programs;
- influencing the resale prices of our customers, or trying to induce them to restrict the export or import of products of the WEIG Group;
- Employees may not acquire competitive information by means of industrial espionage, bribery, theft or tapping, or knowingly disseminate false information about a competitor or its products or services.

The WEIG Group has a positive attitude towards reputable and independent associations and organisations. Participation in business and employer associations and participation in their events is always carried out in accordance with antitrust and competition laws. The exchange of information at association meetings shall be limited to publicly available information.

3. ANTI-CORRUPTION

In our day-to-day business, we rely on transparency and will comply with all applicable anti-corruption laws.

3.1 PROVIDED BENEFITS

We win contracts fairly on the basis of the quality and price of our products and services and not by offering unauthorised advantages to others.

No employee may offer, promise or grant unjustified advantages to public officials in connection with their business activities – directly or indirectly – or approve such advantages. No monetary payments or other benefits may be made in order to influence official decisions or to gain an unjustified advantage. The same applies with regard to unjustified advantages over individuals in the private sector.

Every offer, promise, donation and gift must comply with the applicable laws and guidelines of the WEIG Group and must avoid any appearance of dishonesty or inappropriateness.

Such offers, promises, donations or gifts may not be made if they can be understood as an attempt to influence a public official or bribe a business partner in order to gain business advantages for the WEIG Group. Gifts must always be refrained from if they could be seen as an attempt to exert an unfair influence on the recipient.

For these reasons, the following rules must be observed in particular:

- any granting of an advantage must be transparent;
- Meal invitations and gifts may only be offered in compliance with all applicable laws, regulations and guidelines;
- Invitations and gifts are to be sent or delivered exclusively to the business address of the recipient;
- Benefits and invitations to an entertainment event that go beyond a normal business meal must be reported to the line manager.

The definition of public officials includes, at all levels, representatives or employees of public authorities or other public bodies, agencies or legal entities, as well as officials or employees of public enterprises and public international organisations. This term also includes candidates for political office, official representatives and employees of a political party, and political parties themselves.

In addition, all employees are prohibited from indirectly granting cash payments or other benefits (e.g. to a consultant, agent, broker, business partner or other third party) if the circumstances indicate that these payments, in whole or in part, directly or indirectly,

- transferred to a public official in order to influence an official action or gain an unfair advantage, or
- is granted to a private sector person in order to obtain an unjustified business advantage.

Employees responsible for engaging consultants, agents, partners in joint ventures or other business partners shall reasonably:

- ensure that such third parties are aware of the WEIG Group's anti-corruption guidelines;
- work to ensure that such third parties comply with the WEIG Group's Anti-Corruption Policy;
- carefully examine the qualifications and standing of such third parties; and
- agree appropriate contractual provisions to protect the WEIG Group.

This applies in particular if such third parties have contact with public officials on behalf of the WEIG Group.

Every acquisition decision by the WEIG Group – be it the acquisition of a majority or minority interest in another company, the acquisition of material assets of another company or the formation of a joint venture – must be preceded by a compliance check.

3.2 GIFTS AND OTHER DISCOUNTS

Employees may not use their official position to request, accept, procure or be promised advantages.

The following are generally not permitted:

- cash gifts;
- cash-like benefits, such as vouchers or admission tickets with a value of more than EUR 25.
- The following are permitted:
- general and occasional gifts (e.g. calendars, wine bottles) worth less than EUR 25;

- Food and event invitations within an appropriate framework, provided that the local customs and guidelines of the WEIG Group are respected.

Any gifts, meal or event invitations beyond this must be rejected. Should gifts worth more than EUR 25 nevertheless be delivered, these must be handed over to the compliance officer. This person decides whether the gift should be donated to a charitable organisation or raffled in an in-house raffle. In individual cases, the Compliance Officer may exceptionally approve the gift if the gift is within the general framework and was not given for inappropriate purposes.

4. Money laundering

It is the declared aim of the WEIG Group to only maintain business relationships with reputable customers, consultants and business partners whose business activities comply with statutory regulations and whose financial resources are of legitimate origin. The WEIG Group does not want to be misused for illegal purposes and does not support money laundering.

Money laundering refers to the process of concealing the origin of funds from criminal activities such as terrorism, drug trafficking or bribery by introducing 'dirty money' into the legal financial and economic cycle in order to give them the appearance of legality and to conceal the true origin or identity of the owner.

All of our employees are obliged to strictly comply with anti-money laundering laws. In order to detect and prevent suspicious forms of payment or customers or other transactions that indicate money laundering, the attention of all employees is required to report suspicious behaviour by customers, advisers and business partners. In addition, all employees are required to comply with all applicable recording and accounting regulations for cash and other transactions and contracts.

5. Foreign trade

The WEIG Group complies with all export control and customs laws as well as regulations that apply in the respective countries in which we operate.

Export controls generally apply to the transfer of

- goods and services;
- Hardware and software as well as
- Technology and certain information

across national borders, including by email.

Export control laws may apply in connection with direct or indirect exports or imports from or to sanctioned countries or in connection with third parties, for example, suspected of national security or involved in criminal activities.

Violations of these laws and regulations may result in severe penalties, such as fines and an official exclusion from simplified import and export procedures (i.e. disruption of the seamless supply chain).

All employees involved in the import and export of goods, services, hardware or software or technology are required to comply with all applicable economic sanctions, export control and import laws and regulations, as well as all policies and processes related to their business activities.

C. HANDLING OF AUTHORITIES AND THE PUBLIC

We strive to work well with all authorities and government agencies.

1. Public procurement

We always act transparently, honestly and correctly in all business relationships and in dialogue with government, federal, state and municipal institutions or state-owned companies.

We comply with all laws and regulations related to government procurement, including legislation to prevent undue influence of public officials.

2. Donations

Donations and sponsorship money may only be awarded within the framework of the respective legal system and in accordance with the applicable internal regulations. Political donations and contributions to political parties must be decided and disclosed by management.

All donations must be transparent. This means, amongst other things, that the identity of the recipient and the intended use of the donation must be known. The reason and purpose of the donation must be legally justifiable and documented.

Remuneration similar to donations, i.e. donations that appear to be paid as remuneration for a performance but significantly exceed the value of the actual performance, violate the principle of transparency and are prohibited.

Donations that are not permitted include:

- donations to individuals and for-profit organisations;
- donations to private accounts;
- Donations to organisations whose objectives are not compatible with the corporate principles of the WEIG Group;
- Donations that damage the reputation of the WEIG Group.

3. Sponsorship

All sponsorship activities must be transparent, set out in the form of a written agreement, intended for a serious business purpose and proportionate to the value offered by the Promoter.

Sponsorship refers to any donation in the form of money or assets by the WEIG Group for an event that is organised by third parties and in return offers the opportunity to promote the brands of the WEIG Group, for example by using the logo, by mentioning the WEIG name in the opening or closing address, by the participation of a speaker in a panel discussion or by receiving free admission tickets to the event.

Sponsorship contracts that offer the WEIG Group advertising opportunities, contributions to industry associations or membership fees to organisations that serve its business interests are not considered donations.

Donations may not be promised, offered or made in order to unlawfully gain business advantages for the WEIG Group or to pursue an inappropriate purpose.

Sponsorship for events held by individuals or organisations whose objectives are incompatible with the corporate principles of the WEIG Group, or events that damage the reputation of the WEIG Group, is strictly prohibited.

D. DEALING WITH COLLEAGUES AND EMPLOYEES

A good working atmosphere is a key to our success.

1. MANAGEMENT

Integrity and legal compliance begin at the top of the company. This **Code of Conduct** therefore applies equally to all management levels and project teams.

Every manager must fulfil organisational and supervisory duties and is responsible for the employees entrusted to them. They must gain recognition through exemplary personal conduct, performance, openness and social competence. This means, amongst other things, that every manager must always emphasise the importance of ethical behaviour and adherence to these guidelines in day-to-day business, highlight them and promote them through their personal leadership style and training. The tasks also include setting clear, ambitious and realistic targets and adhering to them in an exemplary manner.

The manager is responsible for ensuring that no violations of the law occur in their area of responsibility that could have been prevented by appropriate supervision. Even when delegating individual tasks, she retains responsibility.

It must give its employees as much autonomy and freedom of action as possible and at the same time make it clear that compliance with laws and guidelines of the WEIG Group is always a top priority under all circumstances and. The manager can also be contacted if there are any uncertainties regarding compliance with statutory regulations, questions or professional and personal concerns.

However, this responsibility does not release employees from their own responsibility. We must work together to comply with the laws and guidelines of the WEIG Group. The following list of specific managerial tasks is intended to give employees an idea of what managerial and supportive actions they can expect from a manager.

The obligations are, in particular:

- Careful selection of employees based on personal and professional qualifications and suitability – the duty of care increases with the importance of the task that the employee must perform (so-called duty of selection),
- precise, complete and binding tasks, in particular with regard to compliance with statutory provisions (so-called obligation to issue instructions),
- Ensuring and continuously monitoring compliance with statutory provisions (so-called inspection obligation),
- Clear communication of the importance of integrity and compliance with legal requirements in day-to-day business, as well as the fact that violations of the law are not accepted and result in disciplinary action (so-called duty to communicate).

2. DISCRIMINATION

A respectable working environment requires that no one is discriminated against. Therefore, we respect the personal dignity, privacy and personal rights of each individual and treat every employee with fairness and respect.

We work with people of different ethnic backgrounds, cultures, religions, ages, regardless of disability, skin colour, sexual orientation, worldview and gender.

In particular, in accordance with our corporate principles and the applicable employment laws, we will not tolerate:

- discrimination based on descent, religion, sex, national origin, sexual orientation, age or a physical or mental disability;
- sexual harassment of any kind,
- other personal attacks on individuals.

These principles apply to both internal cooperation and conduct towards external partners. We make decisions regarding personnel, suppliers, customers, business partners, etc. solely on the basis of appropriate considerations and never for other, unrelated reasons such as discrimination or coercion.

3. WORKPLACE SAFETY

The health and safety of our employees at their workplace is a top priority for us. We are committed to setting up and operating our facilities in such a way that our employees can find a safe place to work.

Each individual bears a shared responsibility to support the WEIG Group in its efforts to create safe working conditions. Responsibility towards employees and colleagues requires the best possible precaution against accident risks and applies to:

- safety management as well as the technical planning of workstations, facilities and processes;
- personal behaviour in day-to-day work.

Safety violations or safety risks must be reported immediately to the supervisor or the responsible plant manager.

Safety at work means in particular that:

- Workplace safety rules are adhered to,
- the working environment meets the requirements of a health-oriented design;
- the required protective clothing is provided and worn.

E. HANDLING CONFLICTS OF INTEREST

Employees of the WEIG Group are obliged to make their business decisions in the best interests of the WEIG Group and not on the basis of personal interests.

1. CONFLICTS OF INTEREST

It is important that all employees identify and avoid any conflicts of interest that may arise in the course of their professional activities at an early stage.

Conflicts of interest arise when employees pursue their own activities or personal interests at the expense of the interests of the WEIG Group. Further points of conflict may arise from business relationships with or investments in a competitor or customer of the WEIG Group, as well as secondary employment of employees that prevents them from fulfilling their duties with the WEIG Group in a proper manner.

Every employee has a personal interest in communicating to his manager that might conflict with the performance of his/her official duties.

In particular, transactions on behalf of the WEIG Group without the prior consent of the line manager with

- family members,
- spouses,
- friends,
- Companies belonging to one of the aforementioned groups of persons.

The WEIG Group expects its employees to avoid conflicts of interest in their private lives. Employees who wish to have contracts carried out privately by companies with which they have business dealings as part of their work for the WEIG Group must observe the following:

- Employees who award contracts for the WEIG Group must notify their line manager of private business relationships with business partners of the WEIG Group with an order volume of more than EUR 5.000.
- The private commissioning of business partners of the WEIG Group should always take place in writing.
- Care must always be taken to ensure that the business partner issues a written invoice.

2. COMPETITION WITH THE WEIG GROUP

Any activity that could constitute a competitive situation for the WEIG Group is prohibited.

While employed in the WEIG Group, an employee may not manage or work for a company that competes with the WEIG Group and may not engage in activities that compete with the WEIG Group.

In exceptional cases, written permission may be given to the employee in advance.

3. SECONDARY ACTIVITIES

The relevant manager must be notified of the commencement of secondary employment for remuneration and must be given prior written consent.

The following are excluded:

- Association work with allowance for expenses;
- occasional writing activities;
- Lectures and similar occasional activities.

Consent to secondary employment cannot be given if this is contrary to the interests of the WEIG Group. Secondary employment may be prohibited if the employee is working with the company in question. Consent that has already been granted may be revoked for such reasons.

4. INVESTMENTS IN THIRD PARTIES

Employees who directly or indirectly hold or acquire an interest in a competitor company must notify the HR department if they have the opportunity to influence the management of that company through the investment. In general, the possibility of influencing management can be assumed if the shareholding exceeds 5% of the total capital.

Employees who directly or indirectly hold or acquire a participating interest in a business partner of the WEIG Group or a company in which a company of the WEIG Group has a participating interest must also inform the HR department if the employee is working with the company in question or will hold a mandate in that company. In

the case of investments in listed companies, this only applies if the investment exceeds 5% of the total capital.

Following notification of the investment in third-party companies, the WEIG Group may take appropriate measures to eliminate a possible conflict of interest.

F. HANDLING COMPANY OWNERSHIP

The WEIG Group has numerous facilities and equipment in its offices and business premises, such as telephones, copiers, computers, software, Internet/Intranet, machines and other work equipment such as e-mail and answering machine systems. These may only be used for business purposes and not for personal benefit. Exceptions and, where appropriate, payment may be regulated locally, provided that the facilities are used

- is not related to illegal activities,
- does not give rise to or appear to give rise to a conflict of interest;
- does not result in significant additional costs, disruption of the business of the WEIG Group or other negative effects for the company, such as a conflict of interest with regard to the professional obligations of the respective employee or other employees.

Under no circumstances may information be retrieved or disseminated that supports or incites racial hatred, glorification of violence or other criminal offences, or that contains content that is sexually offensive against the respective cultural background.

No employee is permitted to make recordings, files, image and audio documents or reproductions using equipment belonging to the WEIG Group without the consent of the manager, unless this is directly required by the employee's professional activity.

G. HANDLING INFORMATION

1. RECORDINGS AND FINANCIAL INTEGRITY

Open and effective communication includes correct and truthful reporting. This applies equally to relationships with employees, customers, business partners, the public and all government agencies.

It is obliged to use appropriate processes and controls to ensure that transactions are only carried out in the form approved by management. The WEIG Group must also take preventive measures against the unauthorised use of its property and ensure that cases of unauthorised use are identified. All employees of the WEIG Group must ensure that the books, files, and records produced by them in the course of their work or otherwise under their responsibility are

- are complete and correct.
- accurately reflect every transaction or expenditure, and
- are produced in a timely manner and in accordance with the applicable rules and standards,

whether or not the information is intended for publication or submission to a government body.

These books and records include all data, audit certificates and other written documents necessary for financial reporting and compliance with disclosure requirements, as well as records collected for other purposes. This also includes internal invoices (including expense reports).

2. DISCUSSIBILITY

Confidential or proprietary information of the WEIG Group that should not be made public is subject to the obligation of secrecy.

Non-public information from or about suppliers, customers, employees, agents, consultants and other third parties must also be protected in accordance with legal and contractual requirements.

Confidential or proprietary information may include in particular:

- details of a company's organisation and facilities, prices, turnover, profit, markets, customers and other business matters;

- information on manufacturing, research and development processes;
- Internal reporting figures;
- Trade secrets.

The obligation to maintain secrecy applies beyond the end of the employment relationship, as the disclosure of confidential information, regardless of when it is made, may harm the business of the WEIG Group or its customers.

3. DATA PROTECTION

Personal data may only be collected, processed, or used to the extent necessary for defined, clear and lawful purposes.

In addition, personal data must be stored securely and may only be transferred if necessary, precautions are taken. A high standard of data quality and technical protection against unauthorised access must be ensured. The use of data must be transparent for data subjects and their rights to information and, where applicable, to object, blocking and erasure must be safeguarded.

Laws and regulations regarding the storage and use of personal employee data and the data of third parties, e.g. customers or business partners, must be observed by every employee.

For more information on data protection, please refer to our **Privacy Policy**.

If you have any questions or concerns regarding the handling of personal data, please contact the Data Protection Officer for advice.

H. THE IMPLEMENTATION OF THIS CODE OF CONDUCT

The management of the WEIG Group actively promotes the widespread communication of this **Code of Conduct** and ensures its implementation.

1. NON-COMPLIANCE

The WEIG Group takes violations of this **Code of Conduct** very seriously.

All employees of the WEIG Group are obliged to act in accordance with this **Code of Conduct**.

Violation of this **Code of Conduct** and of laws and regulations that are the subject of this **Code of Conduct** may result in significant consequences.

In the event of a violation, there is a particular risk of:

- Internal disciplinary measures such as a warning.
- Termination of employment.
- Filing a criminal complaint.

2. QUESTIONS AND COMPLAINTS

It is legitimate when employees have concerns or questions about existing business conduct.

As a rule, the first point of contact is the respective line manager. Questions and concerns may also be communicated to the compliance officer appointed by the WEIG Group.

The Compliance Officer

- is the point of contact for all questions relating to this **Code of Conduct**,
- supports the implementation of this **Code of Conduct** and
- monitors compliance with this **Code of Conduct**.

The Compliance Officer will treat all questions, suggestions and suggestions in the strictest confidence and address them as required by the individual matter. Upon request, the employee will be informed how their communication is handled and whether and what measures have been taken.

Any employee who asks the Compliance Officer for advice or reports misconduct of other employees in good faith shall not fear any disadvantages, subject to sanctions for their own violations of this **Code of Conduct**. Retaliation or disadvantage will not be tolerated in this context.

3. YOUR CONTACT

The Compliance Officer of the WEIG Group and your contact person for all questions relating to this **Code of Conduct** at the time of publication is:

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Please check for updates to this feature.

Notes:

The WEIG Code of Conduct is an internal document, third parties can't derive claims or demand a certain behaviour.

LEGAL INFORMATION

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