

Preamble

Klaus Kroschke Holding GmbH & Co. KG, together with its subsidiaries, forms a successful medium-sized group of companies, hereinafter collectively referred to as Kroschke. The activities of the individual companies extend to these industries:

- Occupational safety
- Safety, shipping and product labeling
- Label printer
- Hardware and software systems for logistics

They offer their products and services through different distribution channels. The synergies within the group are used to optimize processes, products and services so that we can best meet the requirements and needs of our customers.

Satisfied customers form the basis for the commercial success of our growing group of companies. With outstanding quality, top service and fair value for money, we make sure that our customers are highly satisfied.

Motivated and dedicated employees are vital for the success of our group. Fostering and utilising their skills and capabilities is in our interest and the interest of our partners.

Founded in 1957 in Braunschweig, we are aware of our responsibility to individuals and the environment. We are convinced that sustainable and environmentally friendly actions make a significant contribution to the financial success of our group of companies. The economical consumption of resources and consistent avoidance of harmful environmental effects protects the environment for all of us.

In light of this self-perception, this code of conduct with its 12 principles sets out the standards for our entrepreneurial actions and the actions of our suppliers and partners. In doing so, it is based on the

following internationally generally accepted guidelines:

- The United Nations Universal Declaration of Human Rights
- The United Nations Global Compact
- The Declaration on Fundamental Principles and Rights at Work of the International Labour Organisation (ILO)
- The Rio Declaration on Environment and Development The United Nations Convention against Corruption (UN-CAC)

1. Compliance with the law

Kroschke complies with all laws applicable to the group on all levels: In our own interest, in the interests of our employees and to the benefit of our customers, because many of our products are subject to strict legal regulations. The implementation of national and international laws, standards and guidelines is therefore highly important to us and also a matter of course, because in this way we guarantee the safety of our products and therefore also the safety of our customers.

2. Prevention of child labour

Kroschke observes the rules of the United Nations regarding human rights and children's rights. We undertake in particular to observe ILO Convention No. 138 regarding the minimum age for admission to employment, as well as ILO Convention No. 182 regarding the prohibition of child labour and measures for the elimination of the worst forms of child labour.

3. Prevention of forced labour

Kroschke is committed to the prohibition of any form of forced labour, in accordance with ILO Convention No. 29 and 105. We require that our suppliers refrain from any form of forced labour within their company.

4. Prevention of discrimination

Kroschke strongly rejects all forms of discrimination in the workplace, in accordance with ILO Convention No. 100, 111, 158 and 159. We promote equal opportunities and diversity within our group of companies. Decisions that have direct effects on employees (selection, promotion, further development, etc.) are made on the basis of the individual skills and qualifications of the affected employees. Criteria such as gender, age, religion or ideology, race, caste, social or ethnic origin, disability, nationality, sexual identity, political stance, personal relationships, membership of an employee organisation or any other personal attributes have no influence on decisions.

5. Anti-corruption

Kroschke rejects all forms of corruption and observes the United Nations Convention against Corruption. Bribery, extortion and a general influencing of decisions through undue benefits, such as cash and other gifts, have no place within our company. We deal transparently with conflicts of interest. If affected parties reveal a conflict of interests, they experience no disadvantages as a result of this.

6. Antitrust law and free competition

Kroschke stands for fair and free competition between market players and compliance with the respective national regulations. We consider unfair competition, price fixing with other companies and comparable arrangements to be wholly unacceptable.

7. Safeguarding fair working conditions

Kroschke ensures fair working conditions for all employees. This includes complying with national laws and regulations governing working hours, as well as the right to appropriate remuneration. Wages and salaries reflect the statutory minimum wages or applicable tariff agreements as a

minimum. Kroschke Code of Conduct 995636 04/18 encourages the personal and technical qualification of its employees.

8. Health and safety in the workplace

As a manufacturer and supplier of occupational health and safety products, the health and safety protection of our employees is a matter of course for our group of companies, and makes an important contribution to our companies success. We implement diverse and appropriate measures and programs to provide our employees with a safe and healthy working environment, which complies with the overall legal provisions for occupational health and safety protection as a minimum.

We keep the risks our employees are exposed to in their work to an absolute minimum, and we ensure compliance with ILO Convention No. 155, so that working conditions are appropriately organised to prevent accidents and any adverse effects on health.

9. Freedom of association

Kroschke ensures the right of all employees to freedom of association and collective bargaining, in accordance with ILO Convention No. 87 and 98. All employees are free to establish or become a member of employee representation organisations. This does not result in any disadvantages for our employees. Furthermore, employees or their representatives are entitled to negotiate and conclude company agreements or collective agreements.

10. Environment and resources

Kroschke observes the valid national environmental laws and regulations. The use of modern and efficient technologies enables us to comply with the relevant environmental standards. We believe that careful treatment of our environment and the available resources makes a

contribution to safeguarding the sustainable and ecologically responsible future of our company. Preventive measures help us to keep environmental risks to a minimum and avoid adverse effects on the environment.

11. Code of conduct as part of all contractual agreements

Kroschke imparts the principles mentioned in this code of conduct not only as a guideline for our own actions. Rather, it is an integral part of our contractual relationship with our business partners. We therefore expect that they base their actions on the same standards as a minimum.

12. Consequences in case of violations

Kroschke reserves the right to check that its suppliers are complying with the standards defined here in an appropriate form. We consider infringements of legal regulations and the standards in this code of conduct to be significant contract violations, which require us to act accordingly, for example through the initiation of appropriate legal steps or by terminating business relationships.

Note

This code of conduct is available in German and English. In the event of discrepancies, the German version is decisive.