Supplier Code of Conduct

1. Scope

This Supplier Code of Conduct sets out the fundamental requirements of Flöter Verpackungs-Service GmbH (FLÖTER) for its suppliers and business partners regarding lawful, responsible and ethical conduct.

These requirements apply to all suppliers providing goods or services to FLÖTER. Suppliers are expected to give due consideration to the principles of this Code in their dealings with their own suppliers and subcontractors and to promote compliance within their sphere of influence.

Compliance with applicable laws remains mandatory irrespective of this Code. FLÖTER expects early consultation in the event of deviations or questions concerning implementation.

2. Principles

FLÖTER values trusting, cooperative and responsible relationships with its suppliers and business partners. These relationships are based on mutual respect, reliability, transparency and compliance with agreed requirements.

We expect our suppliers to conduct their business responsibly throughout the entire supply chain, reliably fulfil agreed obligations and communicate potential risks to quality, delivery capability or the business relationship at an early stage.

Reliable cooperation requires consistent compliance with agreed standards and a collaborative approach to shared objectives. We expect our suppliers to promote this approach in their own business relationships, thereby contributing to a stable and sustainable supply chain over the long term.

3. Compliance with Laws and Regulations

Suppliers must comply with all laws, regulations and official requirements applicable to their business activities. This includes, in particular, applicable labour, environmental and product safety provisions, as well as export control, embargo and sanctions regulations. Serious or repeated violations may, following appropriate review, result in consequences up to and including termination of the business relationship.

Required permits, approvals and supporting documentation must be obtained and maintained throughout their validity. Suppliers must ensure that their employees are informed of and comply with the legal and regulatory requirements relevant to their work.

Any identified violations or material legal risks that could affect the business relationship with FLÖTER must be reported to FLÖTER without delay.

4. Environmental Protection

FLÖTER expects its suppliers to comply with all applicable environmental regulations and to use natural resources, energy and materials responsibly. Environmental impacts should be kept as low as reasonably possible within operational capabilities.

Suppliers should prevent waste, use resources efficiently and reduce environmentally harmful emissions wherever possible. Hazardous substances must be handled appropriately, stored safely and disposed of in accordance with applicable laws.

Relevant environmental aspects should be considered in the manufacture and provision of goods and services, and suitable opportunities for continuous improvement in environmental performance should be pursued.

5. Working Conditions and Human Rights

Suppliers must comply with applicable labour laws and respect internationally recognised human rights. All employees must be treated with dignity and respect.

Child labour, forced labour, human trafficking and all forms of exploitative employment are prohibited. Discrimination, harassment and bullying are not tolerated. All employees must be treated fairly and equally, regardless of personal characteristics.

Suppliers must comply with applicable legal provisions on working hours, remuneration and employment conditions. Fair pay and compliance with statutory minimum wages must be ensured.

Freedom of association and the right to collective representation must be respected in accordance with applicable laws.

6. Occupational Health and Safety

Suppliers must comply with all applicable occupational health and safety regulations. They must provide safe and healthy working conditions and take appropriate measures to prevent work-related accidents and health risks wherever possible.

Workplaces, machinery and equipment must be operated safely and regularly assessed for potential hazards. Necessary protective measures, safety training and personal protective equipment must be provided, and their proper use ensured.

Hazards, occupational accidents and health risks must be appropriately recorded and assessed, with suitable measures taken where necessary. Suppliers should regularly review and continuously improve their occupational safety measures.

7. Quality Assurance

Suppliers must ensure that goods delivered and services provided meet agreed requirements, defined specifications and applicable quality regulations.

They must implement appropriate quality assurance measures and ensure that materials and products used meet the agreed characteristics. Required inspections and evidence must be performed or provided to the agreed extent.

Quality-related changes to products, materials, manufacturing processes or sources of supply that could affect agreed requirements must be communicated to FLÖTER in good time before implementation.

Deviations, quality defects or identifiable risks that could impair the quality, function or safety of delivered goods and services must be reported to FLÖTER without delay. Suppliers must initiate suitable corrective action to eliminate the causes and prevent recurrence wherever possible.

8. Ethics and Integrity

FLÖTER expects its suppliers to conduct business fairly, transparently and with integrity. Business decisions must be based on objective criteria and must not be influenced by improper benefits or personal interests.

Bribery, corruption, fraud and other improper business practices are not tolerated. Suppliers must not directly or indirectly offer, grant, request or accept improper benefits to influence business decisions.

Potential conflicts of interest must be disclosed and handled transparently. Confidential information and personal data must be protected against loss, unauthorised access, improper use and disclosure through appropriate technical and organisational measures. Applicable data protection laws must be observed.

Suppliers are requested to promptly report to FLÖTER any suspected violations of this Code that come to their attention and concern the business relationship with FLÖTER. Such reports will be reviewed appropriately, with confidentiality maintained and applicable legal requirements taken into account.