

**TAGHLEEF INDUSTRIES Kft.
CODE OF CONDUCT FOR STAKEHOLDERS**

This Code of Conduct is applied by Taghleef Industries Kft. to all stakeholders.

INTRODUCTION AND SCOPE OF APPLICATION

Taghleef Industries Kft. (the 'Company') is part of one of the world's largest manufacturers of biaxially oriented polypropylene (BoPP), metallised, coated, 'EXTENDO®' and BoPLA (NATIVIA®) films for the packaging market ('Taghleef Group'). Taghleef Industries Kft. and Taghleef Group are committed to ensuring the highest quality and safety of its products, while respecting the environment and human rights. In this Code of Conduct, any reference to Taghleef Industries Kft. or the Company shall also be deemed to include Taghleef Group and is therefore binding for each Business Partner of any Taghleef Group Company.

Taghleef Industries Kft., striving to build long-lasting relationships with its suppliers, has developed this Code of Conduct (hereinafter referred to as the 'Code') aimed at promoting ethical standards of behaviour with a focus on issues such as integrity, human rights, work conditions and environmental protection in line with the pillars of sustainability in order to be considered responsible companies in the eyes of the public.

The Code is addressed to all 'Business Partners' (suppliers/traders/service providers/salespersons/agents/consultants/contractors/sub-contractors/third parties), both nationally and internationally, irrespective of whether a fee is stipulated in the commitment with the Company, who act directly and/or indirectly and for the entire duration of the business relationship. Taghleef Industries Kft. encourages its Business Partners to transfer the principles contained in this Code to their respective Business Partners.

The stakeholders therefore undertake to respect the following principles:

A. CORPORATE INTEGRITY

- 1. Compliance with applicable laws and regulations.** All activities must comply with applicable local and international laws and regulations, including those relating to international trade (such as laws on sanctions, export controls and reporting requirements), privacy, antitrust and the environment.
- 2. Ethical and anti-corruption practices.** Business Partners are expected to operate ethically, ensuring maximum transparency and impartiality in decision-making, avoiding all forms of misconduct (such as theft, fraud, forgery, bribery, undue advantage, extortion, embezzlement) and anti-competitive behaviour both within their business and in their relationships, including those with employees and/or third parties.
- 3. Receiving and bestowing gifts and favours.** In dealings with Business Partners, it is specifically forbidden to offer, accept or promise gifts or other forms of benefits or favourable treatment that are not attributable to normal practice, business relations or custom and in any case only of modest value (approximately 100 Euro), exchanged occasionally as part of normal courtesy relations or that do not affect ethical behaviour.



4. **Conflict of interest.** Taghleef Industries Kft. expects Business Partners to be aware of the various ways in which conflicts of interest may arise. Those concerned in the performance of their duties are obliged to promptly report them to the Company (using the communication channels indicated below in this Code), including, but not limited to, conflicts arising from relationships or associations with direct and/or indirect, current and/or past employees of Taghleef Industries Kft., including consultants.
5. **Quality and safety criteria.** Business Partners must ensure that the products and services offered comply with the quality and safety requirements of the contract and the applicable regulations.
6. **Confidentiality and insider trading. Confidentiality is an indispensable rule of all conduct.** The confidentiality of information must be ensured in strict compliance with current Privacy legislation.
The obligation of confidentiality extends not only to information concerning the Company, but also to information concerning customers, suppliers or other parties in a business relationship.
No employee or business partner may gain any advantage whatsoever, direct or indirect, personal or financial, from the use of confidential information. Disclosure of information to third parties must only be made by authorised persons and, in any case, in accordance with company regulations. When disclosing information to third parties, which is permitted for official or professional reasons, the confidentiality of the information must be expressly stated and compliance with the obligation of confidentiality must be requested from the third party.
For further information, please refer to the Taghleef Industries Kft. Code of Conduct, available on the website at www.ti-films.com.

B. HUMAN RIGHTS

Taghleef Industries Kft. is committed to operating in accordance with the human rights principles enshrined in the United Nations Universal Declaration of Human Rights. Business Partners are expected to uphold, respect and protect human and labour rights by ensuring that their organisation/entity is not involved in any kind of abuse or violation and by adhering to the following:

1. **Fair working conditions.** Business Partners must provide their employees with safe and humane working conditions in accordance with applicable laws, rules and regulations, including but not limited to fair compensation. Business Partners must respect employees' rights to freedom of association and recognition of the right to collective bargaining, where permitted by law.
2. **Forced labour.** Business Partners must prevent any kind of forced labour including any exceptional or extraordinary forced labour, or employment of persons under threat of punishment, human trafficking, debt bondage, forced prison labour, slavery or servitude.
3. **Child labour.** Business Partners are obliged to hire only workers who meet the legal minimum age requirements and to comply with all other applicable child labour laws.
4. **Non-discrimination.** Taghleef Industries Kft., encourages its Business Partners to prevent and oppose any form of discrimination in the hiring of employees and in the workplace, violations of personal dignity, privacy or personality rights of any individual, favouring the optimisation of work productivity through organisational and personal well-being.



5. **Gender Equality.** Taghleef Industries Kft. recognises the value of people and their differences through an approach to personnel management that ensures everyone has the same opportunities for professional growth. Creating a culture of gender equality is crucial to ensuring performance based on talent and sustainability in the long run. For these reasons, Taghleef Industries Kft. is committed to cultivating an inclusive environment by acting on the culture of internal and external personnel, to maintain a meritocratic approach based on evidence of achievements, fair remuneration and away from any consideration of gender, nationality or age of the resources. It is fundamental to create and maintain an environment in which each resource has the serenity necessary for his or her professional and personal growth in a highly inclusive context free of discrimination of any kind.
6. **Health and safety.** Business Partners must provide a safe and healthy workplace for their employees, contractors and visitors. They must comply with local and national occupational health and safety (OHSAS) laws and regulations and have the necessary permits, licences and authorisations granted by local and national authorities. When on our sites, stakeholders must fully comply with our applicable policies and directives.
7. **Zero tolerance for harassment.** Business Partners must treat all employees with respect and dignity and show zero tolerance for unacceptable treatment of employees, such as physical punishment or torture, sexual harassment or abuse, physical or mental coercion, verbal abuse or the threat of such treatment. Our company policy on the prevention of harassment can be found at www.ti-films.com.

C. ENVIRONMENTAL MANAGEMENT

Taghleef Industries Kft. encourages its Business Partners to actively engage in environmental protection, promoting energy efficiency, reducing greenhouse gas emissions, saving water and minimising waste production by managing waste in compliance with all local regulations, improving circular economy practices and preventing air, water and soil pollution.

REPORTING CHANNELS

All Business Partners are encouraged to report any violations of this Code to Taghleef Industries Kft.:

- By letter in Hungarian or English or in the local language of the country that it operates in. It should be marked as a private and confidential document and sent to the address below: Taghleef Industries Kft., TVK Industrial Site, 3581 Tiszaújváros, HUNGARY.
- By sending an e-mail to the following address: whistleofficer@ti-films.com



TERMINATION FOR BREACH OF THE CODE OF ETHICS

All contracts signed in the past and to be signed in the future shall automatically be deemed to be supplemented by the provisions of this Code. Should a Business Partner breach the requirements of this Code, Taghleef Industries Kft. reserves the right to terminate the business relationship. The contents of this Code are, however, intended to supplement and in no way limit Taghleef Industries Kft.'s rights and remedies under its agreements with each Business Partner, if any and/or provided by law. In the event of any failure to comply with the requirements of this Code or any breach of contract, Taghleef Industries Kft. reserves the right, at its sole discretion, to take any action under the Code, the contract and/or applicable local laws and regulations. Taghleef Industries Kft.'s failure to enforce the provisions of this Code shall not constitute any waiver of its rights. In case of conflict or ambiguity between the provisions of this Code and those of the contract with the party concerned, the provisions of the contract shall prevail.

CHANGES TO THE CODE

Taghleef Industries Kft. is committed to continuously reviewing and updating its policies and procedures; therefore, this Code is subject to change.
The Code is available on the Company's website at: www.ti-films.com.

Taghleef Industries Kft.
Manfred Hohmann
(General Manager)

Tiszaújváros, 18.12.2024

Taghleef Industries Kft.
3581 Tiszaújváros
TVK-Ipari telephely, Cyán út, Pf.: 259
Adószám: 14359242-2-05
(4)

Compliance with this Taghleef Industries Kft. Code of Conduct is hereby confirmed.

Business Partner

Name and position of the delegated person

Date and place

Stamp and signature