



# Policy Statement

## Declaration of principle respect for human rights and social responsibility (SA8000) of the SÜDPACK Group

### Human rights strategy

The SÜDPACK Group is an internationally operating Family-owned company that focuses on innovation, technology and quality as well as the proximity to our customers. As such a company we see it as our duty and consider it human rights as one of the highest priorities and our entire environment.

The company management is therefore committed to of this policy statement, to comply with our corporate duty of care and assumes the responsibility for implementation throughout the company. In this way, we ensure that all divisions on the contents of this policy statement are aware of this, maintain it and contribute to compliance.

This declaration of principles supplements our Code of Conduct and our Supplier Code of Conduct and concretizes our corporate duty of care for human rights towards our employees, suppliers and business partners as well as towards society and at the same time shows that we are to the contents of SA8000 and fulfil the requirements of the management system.

We are also guided by the Sustainable Development Goals of the United Nations and commit to the principles of the following international recognised human rights frameworks and standards:

- Universal Declaration of Human Rights of the United Nations
- ILO Declaration on Fundamental Principles and Rights at work

- OECD Guidelines for Multinational Enterprises
- Principles of the United Nations Global Compact Nations
- Charter of Fundamental Rights of the European Union
- International standard on social responsibility (SA8000)

This policy statement is reviewed annually and on an and adjusted if necessary. This declaration covers the following topics, from which the risks for our business activities and our supply chain can be identified.

### Relevant labour and human rights risks:

- Child labour
- Forced labour
- Slavery
- Freedom of association
- Right to collective bargaining
- Occupational health and safety
- Procurement risk
- Appropriate remuneration
- Unequal treatment



### Relevant environmental risks:

- Air pollution
- Hazardous waste
- Persistent organic pollutants (POP Convention)
- Soil contamination
- Water pollution

### Risk management and risk analysis

We provide sufficient resources to compliance with the above-mentioned contents and the requirements of the Supply Chain Due Diligence Act and to meet the international standard social responsibility (SA8000) and the continuous improvement of our Improvement of our management system ensure. To this end, we identify and analyse the environmental and human rights-related risks that are associated with our business activities and our supply chain (direct Suppliers and indirect suppliers with substantial knowledge). By maintaining, implementing and further developing SA8000 and the ISO standards for Environment, energy, occupational safety and health, Product safety and sustainability in our strategic Identify and prevent corporate alignment and minimize the risks associated with our business associated risks. Assess and analyze the risks in our supply chain internally and with the help of the rating platform EcoVadis. As a first step, all of our direct suppliers Suppliers subjected to a risk assessment and on the basis of their sector and country risk reviewed in order to identify actual and potential human rights and environmental risks in our supply chain. Indirect suppliers will be issued if there is substantial knowledge of an offence also analyzed.

- Inhumane and inappropriate treatment or any form of violence or mental or verbal abuse. Harassment as a disciplinary measure is used at and not tolerated by SÜDPACK. We ensure safe and healthy working conditions and appropriate remuneration. We ensure that at least the working conditions including the minimum wage that are granted to employees in accordance with rights and laws.
- With our remuneration policy We encourage all employees to work are aligned with the same corporate objective and based on a variable remuneration component participate. Working hours are binding according to the Working Hours Act. We recognize our contribution to environmental protection.
- The use of processes that utilize energy and raw materials are favored by SÜDPACK. SÜDPACK also endeavours, as far as possible, to avoid emissions, noise and waste.

### Preventive and remedial measures

Based on our analyzed risks in the supply chain and the demands we place on our own business activities, we implement, as far as our sphere of influence various measures, for example initiating appropriate corrective measures via EcoVadis, to avoid and minimize environmental and human rights risks and to compliance with our social responsibility. We train our employees on our corporate principles and values. In our annual training will include content on sustainability, environment and social responsibility. In Our compliance training focusses on the following areas the following five topics, which are also covered in our Code of Conduct:

- Behaviour within our company
- Protection of intangible & tangible assets
- Environment & Sustainability
- Legal & statutory framework conditions
- Behaviour towards business partners & competition

Our certifications in accordance with SA8000, ISO 14001 and ISO 45001 provide further preventive measures in the social responsibility and the environment. In addition there are Compliance Officers and a Compliance Committee and a Social Performance Team.

Our suppliers are evaluated by us and listed under selected based on sustainability criteria, among others. We use the EcoVadis rating platform for this purpose. Furthermore, they are obliged under their supply contracts to are required to recognize our Supplier Code of Conduct or send us a comparable document from your company. The Code applies to the signing company, for its corporate management and for its employees and serves as the basis for all business relationships. This includes the following elements:

- Legal and statutory framework conditions
- Ethical business practices (corruption, antitrust law)
- Employees (ban on forced and compulsory labour, Respect for human rights, anti-discrimination, fair working conditions and minimum wage)
- Health and environmental protection

If suppliers show anomalies, audits are carried out. or feedback discussions are held and the corrective measures were defined. Subsequently, the supplier has the option of choosing a supplier within a defined period to improve. Can not improve we reserve the right to inform the supplier of any from our portfolio. Should we have substantial knowledge of an infringement with an indirect supplier, are recognized individualized measures.

## Complaints procedure

In order to provide our employees, suppliers and all other affected stakeholders the opportunity to risks and violations of human rights and the environment, SÜDPACK has introduced a number of Complaints mechanisms implemented.

Our employees can use an anonymous, internal Complaints management is available, in which the reported grievances are treated confidentially. In addition, we also encourage employees to of our direct and indirect suppliers, with concrete indications of our external complaints mechanism to use.

For this purpose, the following options are available for anonymous and confidential complaints:

- Directly to the Compliance Officer SÜDPACK Group ( ) [Helmut.Dammann@suedpack.com](mailto:Helmut.Dammann@suedpack.com) or to the local Compliance Officer.
- About the SÜDPACK Whistleblower Channel: <https://whistleblowersoftware.com/secure/suedpack>



## Documentation and reporting

We report transparently on our sustainability and CSR activities in a report published every two years. sustainability report, which is published after validated in accordance with the GRI standard. The report is available at on our homepage under SÜDPACK: Sustainability by SÜDPACK | Climate neutrality available. In non-reporting years, we publish a progress report that is based on the respective sustainability report. The You can also find more information on our homepage Information on sustainability at SÜDPACK and to our activities for a sustainable and transparent supply chain, including our Supplier Code of Conduct.

As part of our social responsibility and in accordance with the German Supply Chain Due Diligence Act We regularly review and report internally on the status quo of our progress with regard to a sustainable and transparent supply chain. The We also provide annual information about our human rights-related Risk analysis, prevention and remedial measures and the review of their effects.

## Accreditation body

IQNet Ltd  
Bulwark 31 | 3011 Berne  
+41 31 310 24 42  
SAAS/SAI contact details:  
[sa8000@saintl.org](mailto:sa8000@saintl.org)

## Certification body

Swiss Association for Quality and Management systems (SQS)  
Bernstrasse 103 | 3052 Zollikofen | Switzerland  
+41 58 710 35 35

## Management of the SÜDPACK Group

Ochsenhausen, 20.02.2025



### Erik Bouts

CEO



### Carolin Grimbacher

Managing Partner



### Andreas Braun

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# SÜDPACK