

Corporate Responsibility Policy, Anti-Corruption Policy, Code of Conduct and Ethics Escalation Policy

Compliance with ethical values is necessary for long-term economic success. These include fair dealings with one another and acting within the framework of the prescribed standards in everyday business. We see our customers' success as the key to achieving long-term and sustainable business success and growth, and we take it for granted to meet the relevant needs of our stakeholders.

The management is responsible for a sustainable corporate strategy and its implementation. Integrity as well as compliance with laws and ethical principles are essential elements to maintain the authenticity of our company (ethical and socially responsible manner).

To combine management-, quality-, and energy-principles standards and instructions are set to ensure a respectful and dignified treatment of our employees, safe working conditions and a sustainable use of resources.

The Code of Conduct contains the following:

- how our management takes its responsibility
- how we interact with our employees and colleagues,
- what behavior customers can expect from us
- how we deal with our suppliers and
- How we treat our communities and the environment

Each manager and individual employee is responsible for behaving in accordance with this Code. The behavior of our executives is a role model, because they demonstrate the principles of behavior and are committed to them in every situation.

Human rights

We respect and promote the dignity of every human being and are committed to the protection and observance of international human rights. It goes without saying that we do not use child labor and reject all forms of forced labor. We do not tolerate any working conditions that conflict with international or local laws and practices.

Discrimination

We do not impose any form of discrimination in recruitment, compensation, training, promotion, dismissal or retirement on grounds of race, ethnicity, gender, age, marital status, religion or ideology, disability, pregnancy, sexual orientation, labor union- or political party membership. Of course, we also demand that our employees resolutely oppose such.

Freedom of association and collective bargaining

We, the company Birner Kunststofftechnik GmbH, respect the right of all employees to join, quit, work for, or fund an organization or association of their own choice in order to protect and promote employees interests. According to local given laws and terms we conform to relevant agreements with our employees' collective representation.

Created:

Klaus Pongratz
29.03.2018

Changed:

Tested and approved:

Mario Hiebl
29.03.2018

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Disciplinary sanctions

We resolutely oppose the use of corporal punishment, mental or physical compulsion, and verbal insults.

Motivation and training of employees

We regard motivated employees and their identification with the targets of our company as a key success factor. The promotion of our employees is particularly emphasized. We focus on job-related and applicable to the company advancements as well as the development and promotion of future leadership potential.

Health and safety

We protect the health and safety of our employees at the highest degree by providing a healthy and safe working environment. By observing our company's safety instructions everybody is responsible for ensuring a safe and healthy working environment.

Compliance with antitrust & competition rules

With our high-quality products, innovative solutions and our reliability, we measure ourselves upfront and fairly on the world markets. In doing so, we don't get oneself into illegal and/or criminal practices, for examples Bit agreements that eliminate, distort and restrict competition in any way.

Conflicts of interest & bribery/corruption

Our employees avoid situations in which their personal or financial interests conflict with those of the company. From demanding, accepting and taking unjustified or unlawful benefits that may influence business decisions or transactions, our employees distance themselves unequivocally. Likewise, none of our employees will offer, provide, or make any attempt to do so or make agreements relating to this to our business partners, their employees or other third parties during business dealings of any kind.

Protection of property & secrecy

Individuals are expected to protect the Company's tangible and intangible assets, treat confidential trade, business secrets and customer business information, and comply with applicable data protection principles.

Suppliers

We place high expectations on our suppliers and require them to adhere to the same strict principles that we apply ourselves when conducting their business, especially when dealing with their employees. For imports, we pay attention to compliance with customs and import laws by imports.

Environment & Recycling

As a plastics processing company, we are committed to nature. Our state-of-the-art equipment and processing methods protect the environment. Each employee contributes to producing high quality products in environmentally friendly processes, including the responsible use of resources of all kinds, and above all, energy.

Social Commitment

We expressly adhere to our responsibility as citizens of the community in which we operate our business and we commit ourselves to open communication with all authorities, as well as social and public interest groups.

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Observance

This Code of Ethics and Conduct has been approved by the management and brought to the attention of all employees. Without exception, our employees comply with this Code in the performance of their duties. Certain regions, countries or functions may be subject to stricter or more detailed guidelines, which, however, are generally consistent with these company principles. Questions regarding the application or interpretation as well as reports of potential violations are addressed to the respective supervisor.

Measures for non-compliance

Procedures, practices or actions of employees which are in conflict with this Code must be corrected and subject to disciplinary action. Depending on the seriousness of the offense and history (for example, repetition) this may result in an admonishment, warning or even termination.

If suppliers or other business partners do not adhere to the guidelines, this would be made a subject of discussion by talking to the supplier and urged to remedy the situation. Depending on the seriousness of the offense and history (for example, repetition), it may also lead to termination of the business relationship.

If Birner employees, suppliers or other business partners break the rules or give reason to consider their behavior, the management (Mario.Hiebl@Birner.de) should be informed immediately.



Managing director
(Mario Hiebl)

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