




Preamble

The UnoTech GmbH, as an internationally active developer and manufacturer of fully automatic channel baling presses, together with our Spanish subsidiary, the UnoTech Spain Division in Barcelona (hereinafter called “UnoTech”), is committed to support the enforcement of principles with respect to human rights, labour law and environmental protection, complying with the internationally accepted standards with respect to these issues in all its business activities. These responsible actions in our company are defined in the

„CODE OF CONDUCT“

The guideline for the conduct towards executives, labour council, employees, business partners and the public.

To ensure compliance with the principles of this code, **UnoTech** expects this of its suppliers as well. **UnoTech** is committed to making sure that its suppliers accept this Code of Conduct, reflecting these principles defined in their companies.

This code is based on the fundamental principles of the:

- International Bill of Human Rights;
- International labour organizations (IA, ILO as well); and
- Relevant conventions and guidelines of the United Nations

What UnoTech stands for:

Our fundamentals:

We are an innovative company globally operating on firm principles, which form the fundamentals for our company and our employees.

Competence and diversity as well as our capabilities make us a leading company in our industry.

Our vision:

As a technology-based company, we aim at solutions which positively influence the environment in a sustainable fashion.

Our mission:

Generating intelligent concepts and solutions for the treatment of waste, providing a long-standing and reliable technology for our customers.

Central principles:

The management, executives, employees and business partners are committed to observing and complying with the applicable laws and regulations. This commitment is of course applicable to valid directive and guidelines as well as generally accepted standards of values of the cultural societies and countries where **UnoTech** is active.

- **Economic sustainability**

We provide values with all our partners along the entire chain for waste and recycling to promote efficiency, preserve the environment as well as maintaining and optimizing them. According to the entire value-creation chain of the recycling circuit, we respect and promote fair trade practices from the products our technology produces.

We support the extension and creation of waste management concepts and new opportunities developed from them for companies and the further development of efficient solutions and technologies.

- **Product safety and product quality**

The quality and safety of our products are the basis of our success and a central principle of our company.

We thoroughly and sustainably use improvements necessary for that, always complying with internationally accepted quality management systems. Also, only raw materials which were subjected to a selection process before are processed.

- **Protection of the company property**

The property and the resources of the company are properly protected from loss, theft and misuse.

The tangible and intangible property of the company is exclusively used for business purposes. The superiors and employees are jointly responsible for the fact that the type and extent of business travels are always in an appropriate relation to the respective purpose of travels and are planned as well as done efficiently, taking account of time and cost aspects.

- **Prohibition of corruption**

We do not tolerate corruption no matter what the form may be.

An illegal provision of benefits for third parties, e.g. to officials or employees of private companies, is prohibited in the company.

The prohibition of corruption also means that personal benefits in connection with business activities may neither be requested nor accepted, offered or granted. Just in a connection with gifts and favours.

Granting high-grade gifts, gifts of money and financial benefits to employees and representatives of other companies is basically prohibited. As an exception, only low-grade

presents may be granted as far as they are appropriate and no quid pro quo is expected. Such presents should also be provided with the respective brand logo.

- **Prevention of laundering**

Every employee is requested to have unusual financial transactions, in particular in connection with cash, which could give reasons for a suspicion of laundering, be reviewed by the competent financial and/or legal or compliance department.

- **Contributions**

UnoTech commits itself in different ways. **UnoTech** is committed to providing contributions and other possibilities of social engagement in a different way in a social interest.

No financial contributions, in particular gifts and sponsoring measures, are made to political parties domestic and abroad, party-related or party-like organizations, individual elected representatives or candidates for political authorities.

- **Data protection and information security**

The protection of personal data, in particular that of employees, customers and suppliers, is of particular importance to **UnoTech**.

UnoTech will acquire or process personal data only if this is strictly necessary or legally required for completing a job assignment. Personal data may not be acquired or processed without the consent from the person involved or a legal permissibility.

- **Confidential company information**

UnoTech will take all required action to protect confidential information and business documents from an access and inspection by non-authorized persons or other third parties in a suitable way.

Every **UnoTech** employee must protect business issues and treat them confidentially toward third parties.

- **Occupational safety**

Taking general knowledge of the industry and the possible specific dangers into account, **UnoTech** is committed to providing a safe and hygienic working environment and takes appropriate action for the prevention of accidents and injuries resulting from or in connection with the work.

We make sure that the employees participate in regular training sessions with respect to the safety regulations including the site specific and, if required, work-specific regulations, repeating such training sessions for new or a newly assigned employees as well as in case of an accident.

UnoTech is committed to providing appropriate personal work and/or protective equipment for the employees at the expense of the company. Also, we are committed to making sure that the employees have a rest room and rest periods which comply with their basic needs.

- **Working conditions, compensation and disciplinary conduct**

UnoTech is committed to making sure that the employment conditions are completely available for the employees and they consent to them voluntarily.

Also, the company is committed to making sure that the wages and social benefits are provided in complete compliance with all applicable laws and individual agreements, and the compensation is paid by bank transfer.

UnoTech makes sure that no employee is paid under statutory or trade standards (minimum wage).

We are also committed to making sure that wage deductions for disciplinary reasons are not allowed. Exceptions from these regulations are exclusively admissible according to the nationally applicable laws or freely negotiated agreements.

- **Discrimination of employees**

UnoTech is committed to non-discrimination with respect to recruitment, payment, access to training sessions, promotion, termination or pensions, neither with regard to race, national or social origin, caste membership, religion, disablement, sex, sexuality, diseases such as HIV, family obligations, civil status, membership in a trade union, political association, age or other circumstances which may give reasons for a discrimination.

In the buildings and other premises made available by our company, if existing, we will not accept conduct which is similar to threat, ill-treatment, exploitation or a sexual harassment. This also includes gestures, language or physical contact.

- **Child labour**

UnoTech does not tolerate child labour (children under the age of 16) and does not support it in any way. It may happen that **UnoTech** employs young employees for a definite period of time (persons between 14 and 18 years), e.g.: school internship. The binding school laws are applicable to these young employees, and **UnoTech** is committed to complying with them.

Children and young employees will not be exposed to situations neither at the workplace nor outside of it which endanger the physical or psychic health and/ or development.

- **Ecological sustainability**

UnoTech attaches special importance to an optimized production and minimization of wastage. Our aim is low or no pollution caused by our activities, products and manufacture of our system.

Due to a responsible environment management we are aware that the protection of the environment and the natural resources is an important issue in our company.

During the production, storage, transport, use and disposal of the products developed and marketed by us, special attention is attached to the protection of the environment.

The use of products whose origin is protected for environmental reasons is prohibited in the company.

All employees in the company are obliged to use the energy, water and raw material resources economically and efficiently

This includes the following aspects:

- Use of scarce natural resources such as energy and water
- Prevention of air emissions and water pollution, noise, odour and dust emissions, possible and actual soil erosion and pollution
- Handling hazardous products such as promotion of environmentally beneficial packagings, promotion of careful raw material extraction, by influencing suppliers as well.
- Use of ecologically efficient technologies and materials in all company areas for environment preservation, economy and reusability.

Others

- **Suppliers**

According to the Code of Conduct, we are committed to the compliance with all applicable local, national and international laws and regulations This is a minimum standard for **UnoTech** and all suppliers. In countries or in special situations where there is no applicable law or no applicable regulation for certain activities, **UnoTech** expects the compliance with this code from its suppliers.

- **Employees**

This Code of Conduct is given to every employee

The **UnoTech** Code of Conduct combines applicable national, legal and in-house regulations. If necessary, the Code of Conduct will be modified in compliance with country-specific particulars.

Wilful violations of these regulations will result in consequences within the scope of the applicable regulations.

UnoTech will take special measures to check as to whether or not the regulations contained here are complied with and are in line with the national legislation.

Violations of the Code of Conduct of any type will not be tolerated. Employees affected will be urged to change their behaviour.

In case of severe violations penal or disciplinary measures may result.

This Code of Conduct becomes effective on its approval by the management.

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