

Code of Conduct of Poulten & Graf GmbH

As a manufacturer and distributor of dosing technology, volumetric glassware and syringes, Poulten & Graf GmbH is committed to sustainability and respect for human rights. We are committed to maintaining close business relationships with our suppliers and customers in order to work together to find new ways to achieve our environmental, social and economic goals and to ensure compliance with fair labor practices.

Poulten & Graf GmbH is committed to ensuring that slavery and human trafficking do not occur in its business activities. We also expect our suppliers to support our values and to fulfil them in their companies. Poulten & Graf works with suppliers in the following countries: England, India, Italy and the Czech Republic.

Poulten & Graf's three most important values:

1. We care about people.

We focus on the areas of health, occupational safety, training and development. Social commitment in our environment is also important to us. Fair working conditions in our supply chain are also very important to us.

2. We are concerned about environmental protection.

We reduce the consumption of resources, avoid environmental pollution and protect our ecosystem.

3. We are concerned with economic growth.

We promote innovative commitment and a continuous improvement process.

In order to fulfil the mentioned values and sustainability goals in the procurement process, Poulten & Graf GmbH relies on close cooperation with its suppliers. In doing so, the supplier accepts that it complies with applicable laws, rules and regulations. Poulten & Graf assumes that the supplier also fulfils additional requirements and that there is no place for slavery and human trafficking.

Structure

1. Social Values

- a. Ethical corporate philosophy
- b. Health and safety
- c. Employee rights

2. Environmental Protection

- a. Environmentally friendly production
- b. Sustainable product development

- c. Responsibility in the supply chain
- d. Resource-conserving packaging & logistics
- e. Social responsibility & employees
- f. Transparency & further development

3. Management Structures

Re 1. Social Values

1.a. Ethical business philosophy

Acting ethically and with integrity in all our business relationships is very important to our company, as is taking reasonable steps to ensure that slavery and human trafficking do not take place in any company or organization that has any form of business relationship with our company.

This policy applies to all individuals working for our company or on our behalf, including employees at all levels, directors, contractors and suppliers.

Poulsen & Graf GmbH expects its suppliers to comply with all applicable laws, regulations and guidelines. Implementation is verified through written confirmations or supplier audits.

This means in detail:

- Current antitrust and competition law regulations are complied with.
- The applicable anti-corruption laws are complied with and corruption is combated.
- Business information is protected within the framework of the Data Protection Regulation. It is recorded and processed correctly. The relevant information is passed on in the context of disclosure and reporting.
- Care is taken to ensure that no personal advantage is granted to any of the Poulsen & Graf contractors.
- Anyone working with us or on our behalf is expected to support and guarantee measures to protect against modern slavery.
- Applicable animal protection laws and regulations will be complied with.

1.b. Health and safety

- Health and safety laws, rules and regulations are complied with.
- It is ensured that the existing health and safety regulations are communicated to all employees as part of proper health and safety training.
- Accidents are documented. Preventive measures are taken.
- The applicable laws and regulations for hazardous substances are complied with and appropriate protective equipment is provided.
- It is ensured that there are written instructions for the storage and handling of hazardous substances, which are forwarded to the employees concerned.

- Precautions are taken to ensure that no hazardous substances are accidentally released into the environment.
- Suppliers shall ensure that updated safety data sheets are always supplied to Poulten & Graf.
- Poulten & Graf provides safe and healthy workplaces.

1.c. Employees' rights

Requirements (also at our suppliers):

- Internationally recognized human rights are supported and respected.
- Laborers may not be used against their will.
- Forced labor - including child labor - is prohibited.
- Workers must not be deprived of their identity cards.
- A reasonable period of notice must be given upon termination of the employment relationship.
- Employees have the right to form or join a trade union.
- Child labor under the age of 14 is not permitted. For children between the ages of 14 and 18, work activities must be found that are permitted under applicable laws, rules or regulations.
- Human trade is prohibited.
- The retention of immigration documents and the use of recruitment agencies that charge recruitment fees is strictly prohibited.
- No discrimination, preference or discrimination based on religion, color, gender, age, marital status, ancestry, national origin, disability, sexual orientation, appearance, in addition to any other status protected by local law.
- Discrimination, brutal or inhumane treatment in the workplace will not be tolerated.
- Employees must be paid at least the statutory minimum wage. Overtime pay shall be paid in accordance with the law or an applicable collective labor agreement. Upon request, employees must be provided with documentation on wages, overtime, etc.

Re 2. Environmental Protection

We see sustainability as a global task in the manufacture and sale of dosing technology, laboratory equipment and syringes for laboratories worldwide. Our aim is to combine ecological responsibility with economic activity and social commitment.

2.a. Environmentally friendly production

We rely on modern production technologies that aim to reduce energy consumption and minimise waste. Materials such as borosilicate glass and high-quality plastics are processed efficiently and recycled wherever possible. We also optimise our production processes on an

ongoing basis - with the aim of reducing emissions and conserving resources.

2.b. Sustainable product development

Our laboratory equipment is designed for durability and precision. This means fewer replacements, less waste and an overall smaller ecological footprint. Many of our products can be maintained, repaired or refurbished - an active contribution to the circular economy.

2.c. Responsibility in the supply chain

Poulsen & Graf prefers to work with regional and certified partners. Short transport routes and transparent supply chains help us to reduce emissions and maintain control over social and environmental standards. Our suppliers are carefully selected and regularly audited.

2.d. Resource-conserving packaging & logistics

We use environmentally friendly, recyclable materials and avoid excessive packaging. In logistics, we rely on efficient shipping processes and CO₂-reduced transport solutions - so that our products not only reach their destination precisely, but also sustainably.

2.e. Social responsibility & employees

Sustainability is also a human issue for us. We offer our employees fair working conditions, training opportunities and a safe working environment. As a company with regional roots, we are happy to support local initiatives and social projects.

Re 3. Corporate Management

- The management team is responsible for compliance within the respective departments and in supplier relationships.
- We maintain a high level of communication and personal contact with our business partners/suppliers to ensure that they understand and fulfil our expectations.
- The supplier is responsible for monitoring its own supply chain. They ensure that this follows the general principles of ethical and sustainable behavior.
- Poulsen & Graf GmbH also expects its suppliers to pass on this Code of Conduct to sub-suppliers and to support and encourage them in complying with the requirements.

Further requests to suppliers:

- Poulten & Graf GmbH receives information from its suppliers on request about sustainability targets, management systems and legal compliance.
- Poulten & Graf reserves the right to conduct audits of suppliers to ensure compliance with the Code of Conduct.

I hereby confirm that I have read this Code of Conduct and that I understand the expectations that Poulten & Graf has of its suppliers and will act accordingly.

Date/Signature/Company Stamp