

Declaration of principle on corporate environmental and human rights risks

The Plasticant Mobilo GmbH management commits and feels bound to clear principles as a framework for its entrepreneurial and business operations. Economic success and moral commitment to us are essential prerequisites for positive economic action. As a company with high aspirations to sustainability and compliance, it is a particular concern of ours to recognize and avoid human rights risks. We commit to observance of the following standards and rules:

- * Universal Declaration of Human Rights of the United Nations (UN)
- * Conventions and Recommendations of the International Labour Organization (ILO) on labour and social standards
- * Principles of the United Nations Global Compact (UNGC)

We follow the FTO Code* and respect the ILO basic principles, such as:

- * freedom of association
- * eradication of forced and compulsory labour
- * elimination of child labour
- * prohibition of discrimination
- * labour protection and occupational safety

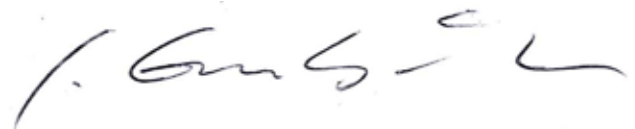
The daily implementation and supervision of this human rights policy and the compliance with national and international laws and due diligence procedures is responsibility of the management. Employees are fully included and take part in internal and external training programs. The management coordinates activities, sets priorities and directs the company's efforts to promote respect of human rights, including the responsibility for implementation.

As a member of FTO, the respective targets are checked yearly, the status is determined and verified, optimizations are developed as required.

In order to avoid negative repercussions of human rights (child labour and labour exploitation), a major part of value creation takes place on our own premises. Suppliers are chosen according to ethical, ecological and social principles. This attitude is a core element of our corporate philosophy. We pay great attention to origin and manufacturing conditions. As a matter of course, we provide suppliers and partners information material on our supply chain and environmental and human rights risks as we define them.

At Plasticant Mobilo GmbH we promote learning and further education of our employees. Workplace satisfaction is of great importance to us. It is the only way to achieve high-quality performance in our team.

At Plasticant Mobilo GmbH we adhere strictly to the General Data Protection Regulation (GDPR) and the German Federal Data Protection Act. Personal data are used and processed exclusively to the extent envisaged by laws and regulations. The uniform and standardized management of data is regulated by an internal data protection guideline covering all aspects from first collection to final deletion of private data.



Jan Grabosch
CEO



Sven Grabosch
CEO