

What sets us apart

The success of a company depends not only on the quality of its product and its marketing, but also on the reputation it enjoys. This reputation includes not only conduct that complies with laws and regulations, but also social, ecological and ethical responsibility on our part and on the part of our business partners. For this understanding of values, the Code of Conduct, our value guide, shows us the way. This Code of Conduct is an essential part of our duties. It is regarded as an essential factor in the cooperation with our business partners and other third parties required for the fulfillment of contracts. We therefore expect consistent action in accordance with this ideal. Position in the company is irrelevant here, as everyone is responsible for compliance.

Our value guide



We strictly adhere to the principle of legality in all our actions, procedures and contracts. We therefore regularly inform ourselves about applicable laws and regulations and train our employees. To ensure that internal processes and procedures comply with applicable law, we review and adapt them immediately. According to the motto rather legal than useful, the principle of legality is never in question, preferring it to economic interest and customer wishes. Failure to comply with the legality principle leads to legal consequences such as termination and claims for damages.



Social responsibility

1. human rights
2. prohibition of child labor
3. prohibition of forced labor
4. prohibition of any discrimination
5. cooperation among colleagues
6. freedom of association
7. remuneration & working hours
8. labor protection
9. protection against eviction and deprivation of land

Ethical responsibility

1. corruption and bribery
2. fair competition
3. money laundering
4. conflicts of interest
5. customs and export control regulations
6. data protection and data security
7. handling gifts and invitations
8. handling of business secrets

Environmental responsibility

1. environmental protection
2. responsibility towards our nature and wood
3. climate protection
4. preservation of the natural basis of life
5. prohibition of substances of concern
6. environmentally sound disposal of waste

Supply chain & implementation

1. supply chain
2. reporting of violations
3. consequences of violations





Social responsibility

1. Human Rights



In all our activities, we are committed to respecting and protecting human dignity and the internationally recognized rights of all people, regardless of their gender, race, ethnic origin, religion, age or other characteristics.

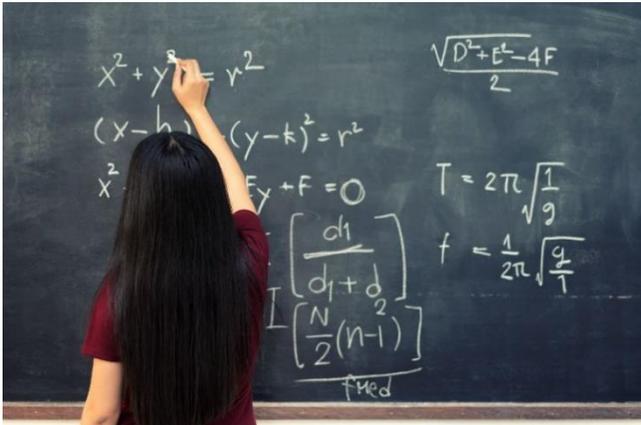
We ensure that all our business partners/suppliers adhere to the same high standard of human rights.

We sensitize our employees, customers, business partners and suppliers to the importance of human rights and promote commitment in this area. We promote the further training and awareness of our employees and suppliers with regard to human rights, thereby achieving continuous improvement. We periodically monitor and review our business practices to ensure they are consistent with our social responsibility to respect human rights.

In the event of violations of these obligations, we respond quickly, decisively and work closely with the parties concerned to improve the situation.



2. Prohibition of child labor



We are committed to preventing and combating child labor in all its forms. We support the prohibition of child labor in accordance with the provisions of the United Nations Convention on the Rights of the Child and applicable national laws.

Child labor includes any type of work that employs children under an age established by national and international law to begin employment.

We promote access to schools and activities that prevent child labor and support children in exercising their rights.

All our employees are sensitized to this issue and have a commitment to prevent and report child labor in all its forms.

In our supply chain, we ensure the prevention of child labor through regular monitoring. We strive to ensure that children within our sphere of influence can exercise their rights.

In the event of violations, we take direct action to prevent them.



3. Prohibition of forced labor

We are committed to avoiding and rejecting any form of forced labor, including servitude, slavery, human trafficking and any other form of involuntary labor.

We ensure and verify that all our employees and the employees of our business partners work voluntarily and under fair working conditions.

We also communicate regularly with our employees and business partners to inform and be informed regarding the prohibition of forced labor. In this way, we ensure that practices and processes are continuously reviewed as well as improved.

We provide protection and support to victims of forced labor and work closely with the relevant government authorities to ensure that perpetrators are held accountable. Our employees are required to inform us of possible cases of forced labor if they suspect anything.



4. Prohibition of any kind of discrimination

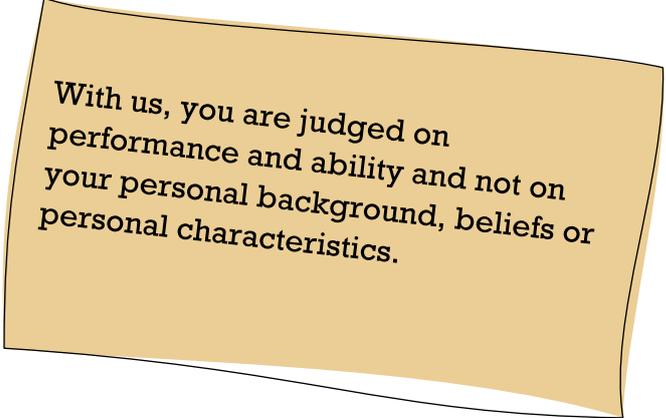
We promote a discrimination-free work environment and support the diversity and inclusion of our employees.

Discrimination of any kind, including any form of racism, sexism, age, disability, religion and all other forms of discrimination are intolerable and unacceptable. Discrimination ruins the multiple added value that develops through different perspectives, inspirations and experiences.

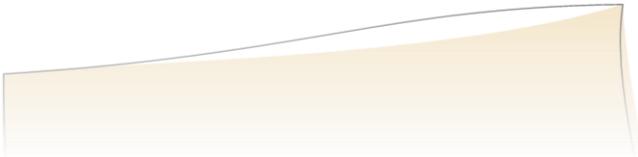
Every employee, business partner and customer has the right to a working environment free of discrimination, in which to work and contribute.

Therefore, we always treat everyone with respect regardless of their characteristics. All employees have a duty to avoid discrimination and to take action against such behavior as soon as they become aware of it.

Regular sensitization of our employees helps us to avoid and recognize conspicuous behavior. In the event of violations, we take active, appropriate measures to create a discrimination-free environment.



With us, you are judged on performance and ability and not on your personal background, beliefs or personal characteristics.





5. Cooperation among colleagues

Cooperation among colleagues should be characterized by mutual respect and support.

The way we work and the decisions we make are aimed at fair, respectful and mindful cooperation.

This allows us to create a productive work environment and achieve common goals.

Everyone should accept their responsibilities and honor commitments to themselves, their colleagues and the company.

The key to successful cooperation is open and honest communication with each other. Conflicts are part of everyday life and may be unavoidable, but it is important to resolve emerging issues in a constructive and professional manner. Everyone should show a willingness to accept appeasement in order to find solutions that are acceptable to all parties.

Everyone should be willing to give and receive feedback to resolve issues so that continuous development can occur.



Our goal is to create a work environment that is free from systematic hostility, harassment, exclusion, bullying, harassment and discrimination. We do not tolerate actions directed against our workers, whether by colleagues or supervisors. These behaviors are contrary to our values and are unacceptable to us.





6. Freedom of association

We respect the right of our employees to freely associate and participate in collective bargaining.

Employees are neither threatened nor intimidated as soon as they want to organize in a union. Nor will it be tolerated if employees are discriminated against or excluded because of their membership or non-membership.

Everyone has the free choice to decide whether to unite and or participate in collective bargaining without any impact on their work or career.

We encourage open and honest communication with our employees and support the opportunity to discuss working conditions and other concerns.

7. Remuneration and working hours

Our company is committed to complying with and monitoring laws governing working hours, pay and benefits. We offer fair compensation and an environment that exceeds the legal requirements.

We promote fair pay for equal work and consider skills, experience and performance.

We support a work-life balance for our employees through flexibility and home office in areas where it is possible.

Regular training of our managers as well as employees ensures that the legal framework is complied with and that this leads to development in line with requirements.





8. Occupational safety and health of employees

The health and safety of our employees is our highest priority. We are committed to complying with all legal requirements and regulations relating to occupational health and safety.

Every employee has the responsibility to protect the health and safety of himself and his colleagues.



Every supervisor has the duty to inform his employees about possible hazards and risks in their respective work areas and to provide them with relevant means of protection. Each employee receives at regular intervals, measures for further training in the area of health and occupational safety, in order to better protect themselves and others.

We promote the reduction of safety risks in the workplace through open communication on all sides. All employees are encouraged to raise potential hazards, health and safety concerns.

Periodic review and monitoring promotes the health and safety of all. Any abuse will not be tolerated and may result in disciplinary action.

9. Protection against eviction and deprivation of land

We commit ourselves and our business partners not to engage in unlawful evictions. We also commit to not unlawfully deprive people of land, forests and waters through purchase, development or other use.

We consider it our duty to initiate appropriate protective measures to protect people from forced eviction and deprivation of land.



Ethical responsibility

1. Corruption and bribery

Corruption and bribery are a global problem that causes enormous damage. Therefore, we are committed to following ethical, moral and integrity business practices and strongly reject corruption and bribery in any form. We will not accept or offer gifts

accept or offer any gifts or amenities

that could be construed as bribery or corruption. Business may be conducted or operated exclusively on the basis of objective criteria, e.g. the quality, price and reliability of the business partner.

We do not make commercial or personnel decisions based on private interests, relationships or through material or immaterial advantages.

All employees are responsible for ensuring that everyone adheres to this policy and for promptly reporting any suspicion that may be associated with bribery or corruption. We will comply with all applicable laws and regulations relating to bribery and corruption.

We will ensure that our employees understand the meaning and consequences of corruption and bribery through training and awareness-raising.

We regularly monitor and check that all our partners and suppliers comply with the same high standards that we have set. In the event of violations, we take decisive action against them and take disciplinary measures such as termination of the business relationship and legal prosecution.





2. Fair competition

All employees and business partners are required to be aware of and comply with applicable anti-money laundering laws and regulations.

All customers are identified before entering into a business relationship to ensure that no illegal activities are taking place.

All employees are made aware of the importance of and methods for combating money laundering and receive ongoing training. Through internal monitoring, we ensure that all business practices comply with applicable laws and regulations. Anti-money laundering violations are subject to sanctions including disciplinary proceedings and criminal prosecution.



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3. Money laundering

All employees, business partners and suppliers are obliged to know and comply with all applicable laws and regulations on fair competition. When working together, we ensure that collusion, exchange of information regarding prices, division of territories and customers are prohibited and violate fair competition.

We undertake not to use unfair means to disadvantage competitors. This includes disinformation campaigns, unfair advertising and other unfair practices.

We have a duty to protect others' intellectual property and not to use it without the necessary permission.

Any violation that is against the rules of fair competition must be reported in order to take appropriate action such as sanctions and legal consequences.



4. Interessenkonflikte

Our company strives to promote integrity and transparency in all activities of the business.

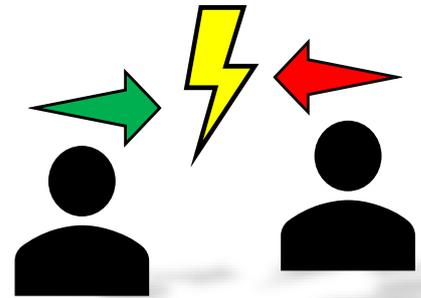
An essential aspect of this is to identify conflicts of interest in order to try to avoid them.

Since this cannot always be avoided, it is important to recognize that conflicts are not synonymous with problematic decisions. However, it may not be clear to outside parties, so transparency plays a paramount role here.

Therefore, our employees and business partners have a duty to report and disclose potential conflicts of interest in order to make an informed decision.

Everyone is obligated to make a report to their manager if a conflict of interest is identified. To better identify, our employees receive specific training on potential conflicts.

This mission statement sets out the responsibilities, including obligations, of our employees with respect to potential conflicts of interest. We also expect this standard from all our business partners.





5. Dealing with gifts and invitations

All gifts and entertainment related to professional activities must be appropriate and consistent with our values and policies. In addition, we must avoid creating the appearance that gifts and invitations influence business decisions.

Therefore, we discuss whether we accept gifts and invitations.

The same applies when we offer gifts and invitations.

We are required to report gifts and invitations received from our business partners, thereby verifying and ensuring that the gift or invitation is consistent with our Values Guide.

Gifts should be given and accepted only in accordance with applicable regulations.

Illegal, inappropriate or unethical gifts and invitations may not be accepted or given.

Giving and accepting must not require anything in return.

Our employees should ensure that they maintain their integrity and independence and do not find themselves in a situation where they allow their professional decisions to be influenced.

In addition, when awarding contracts to civil servants, politicians and other representatives of public institutions, we must ensure that they do not receive any gifts or invitations that could cast doubt on their independence and integrity.





6. Customs and export regulations

All employees have the duty to know and comply with applicable export and customs laws. To this end, it is our duty to constantly educate our employees about the laws and or changes in the law.

We keep all information, documents and records complete, accurate, up-to-date and archived in accordance with legal requirements.

Furthermore, we require our business partners to carefully comply with applicable foreign trade regulations.

To this end, we conduct compliance monitoring to ensure that our suppliers comply with export regulations along the entire supply chain. All employees are required to report any violation of customs and export regulations so that appropriate action can be taken.





7. Data protection and data security

In a world that is becoming more and more digital with each passing day, the protection of personal data plays an increasingly important role.

We therefore handle this data responsibly and transparently. Processing is carried out by us and our employees with the necessary care and takes place in accordance with existing laws.



Personal data is only collected, processed or used if this is permitted by law or if the person concerned has given his or her consent. Furthermore, we are obliged to protect the data against loss, alteration and/or unauthorized access or disclosure by means of appropriate technical and organizational measures in all cases of data processing.

8. Dealing with trade secrets

Business secrets must be treated confidentially. This is because the protection of this data is particularly important when working with various business partners. Disclosure to third parties is not permitted unless authorized. Every employee is obligated to maintain confidentiality insofar as information and data are concerned, which it can be assumed have not already been made public and are only for internal use. This obligation remains in force even after termination of the employment relationship.

Regular training sessions are held on the handling of personal data and business secrets in order to create the necessary awareness of this issue.

Ecological responsibility



1. Environmental protection

In our daily work, we have a great responsibility towards our environment.

Therefore, it is our claim to conserve and protect it by consciously handling the resources available to us.

Environmental legislation and animal welfare regulations set binding standards that we also expect our suppliers to meet throughout the supply chain.

Environmental protection also includes the efficient use of energy.

To this end, we take measures to reduce consumption and to promote the use of energy-saving equipment wherever possible.

Through training and information campaigns, we promote awareness of environmental protection and monitor our regularly to ensure that we are fulfilling our responsibilities.





2. Responsibility towards our nature and wood

We place a high value on a sustainable strategy, which minimizes environmental impact and promotes the protection of ecosystems and biodiversity.

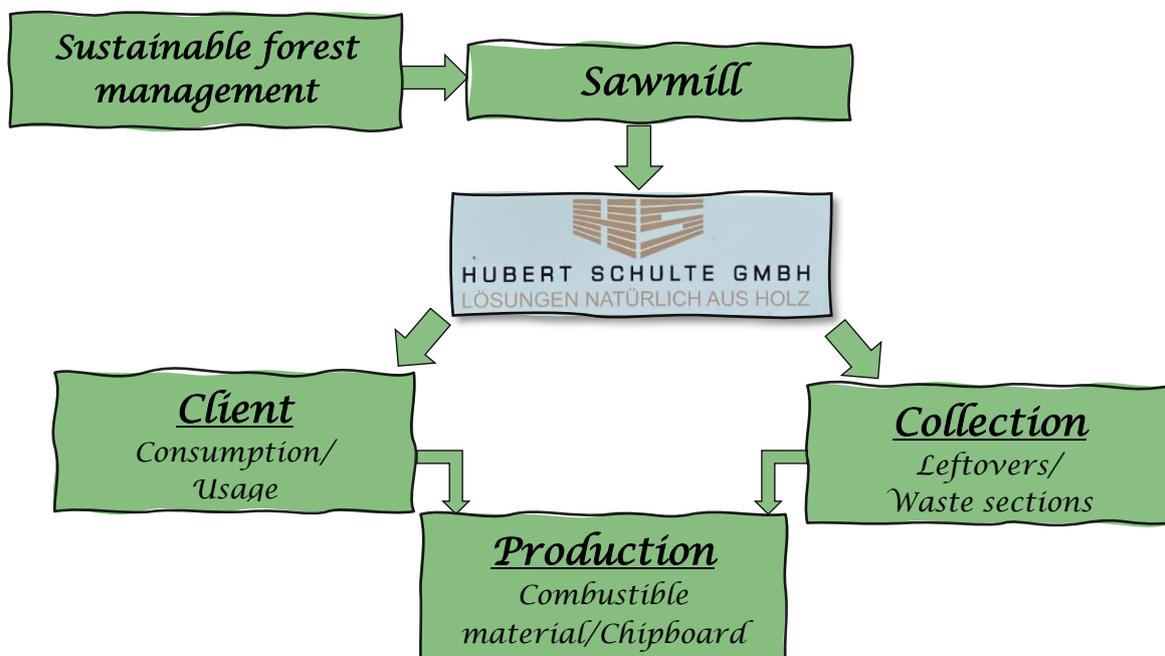
For energy, we rely on renewable sources wherever possible, thus mitigating the use of non-renewable sources.

We support the implementation of campaigns to protect endangered ecosystems and species.

In the procurement as well as processing of wood, we attach great importance to the use of sustainably managed forests and promote reforestation.

The wood that is not processed is fed into a recycling loop from which, among other things, particleboard is produced.

We also apply this careful and considerate approach to our suppliers. We raise awareness of the importance of sustainable forestry not only among our own employees, but also among our suppliers and customers. In the course of this, we regularly evaluate our environmental impact as well as our production and supply chains. This is how we ensure that all wood products come from legal and sustainable sources.





3. Climate protection

Protecting the environment goes hand in hand with protecting the climate.

For this reason, we are constantly looking for ways to reduce our carbon footprint so that we can make our company ever more climate-friendly. In these areas, we encourage our employees to behave in a climate-conscious manner in the context of operational activities

and encourage them to submit suggestions for improvements that will take us a step further in the field of climate protection.



4. Preservation of the natural basis of life

We commit ourselves to, to conduct our activities in such a way that it promotes the preservation of livelihoods so that we can ensure a sustainable future for future generations.

To this end, we use a resource management, through which we can use our production resources sparingly and beneficially.

It also gives us the opportunity to promote reuse and reduce waste along with emissions. We also place a high value on environmental responsibility in our supply chain and ensure compliance with this standard through automatic audits.





5. Prohibition of substances of concern

Our ecological responsibility also includes, that we avoid the use of substances of concern in our production, in the products of our partners and thus also in the end product. Compliance is continuously monitored by us.



6. Environmentally sound disposal of waste

Our main focus is first of all on prevention. In addition, we are actively committed to the reduction and recycling of waste. Any residual materials are classified accordingly and fed into the material cycle. Our employees are required to separate waste and waste and recyclable materials in accordance with regulations. To ensure compliance with legal requirements, we work together with disposal companies, to ensure proper disposal.



Supply chain, Violations & Consequences

1. Supply chain

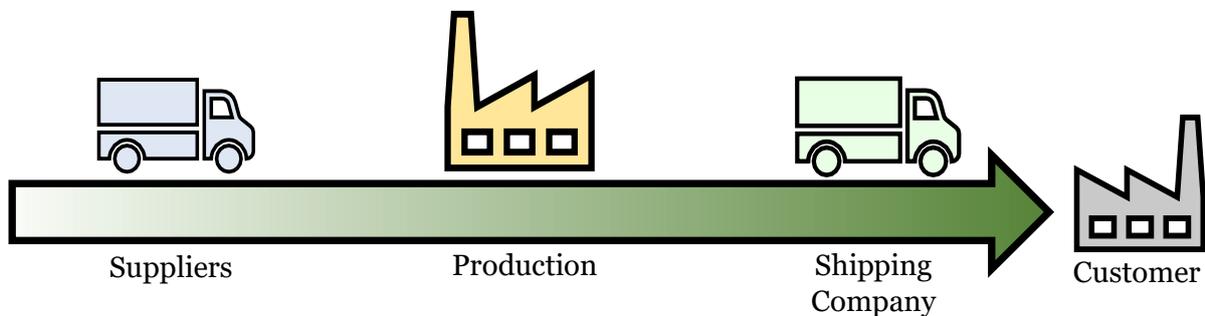
Like many companies, we also work together with various suppliers.

This extends our value chain.

It is therefore important for us that our suppliers/partners also commit to our suppliers/partners commit themselves to our Values Guide.

We also expect their suppliers to comply with the international standards and the rules we have laid down.

Through a continuous exchange with our partners, we ensure, that our Code is continuously reviewed and that we can react to violations or improvements.





2. Violations

All employees, customers, partners we offer a permanent contact point for complaints and reporting of violations.

This mechanism is always impartial and we guarantee a possibility for anonymous reporting.

We handle these with a timely and appropriate response

and with absolute discretion. In this way, we want to encourage the reporting of justified suspicions and protect the reporter. The aim is to ensure that violations can be resolved directly so that we can continue to develop our Values Guide. The discovery of an inaccurate report must not lead to disadvantages for the parties involved.

Unless the person making the report knew from the outset that the information provided would prove to be false.

In this case, it is our task to protect employees and business partners from false accusations.



Reporting channels

In person: A report can be made on an ongoing basis to a supervisor or to the compliance contact person.

E-Mail: A report including the submission of supporting documents can be made at any time to the e-mail address set up for this purpose.

m.weber@schulte-paletten.de



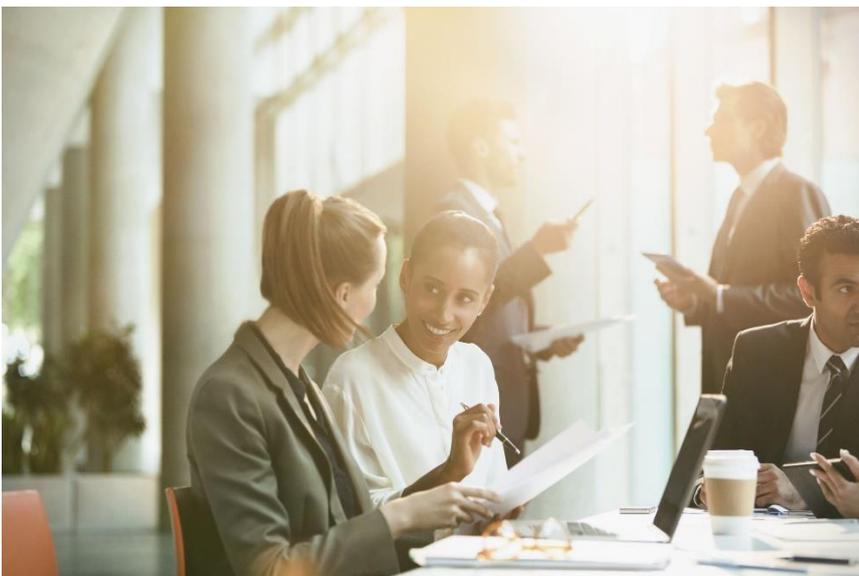
3. Consequences in case of misconduct

Violations of the Code or the law can lead to damage to the company as well as to the detriment of the reputation of our customers.

Each violation is examined on an equal basis and sanctioned taking into account its appropriateness.

For example, in the case of minor violations we set an appropriate and binding deadline within which the violation must be remedied.

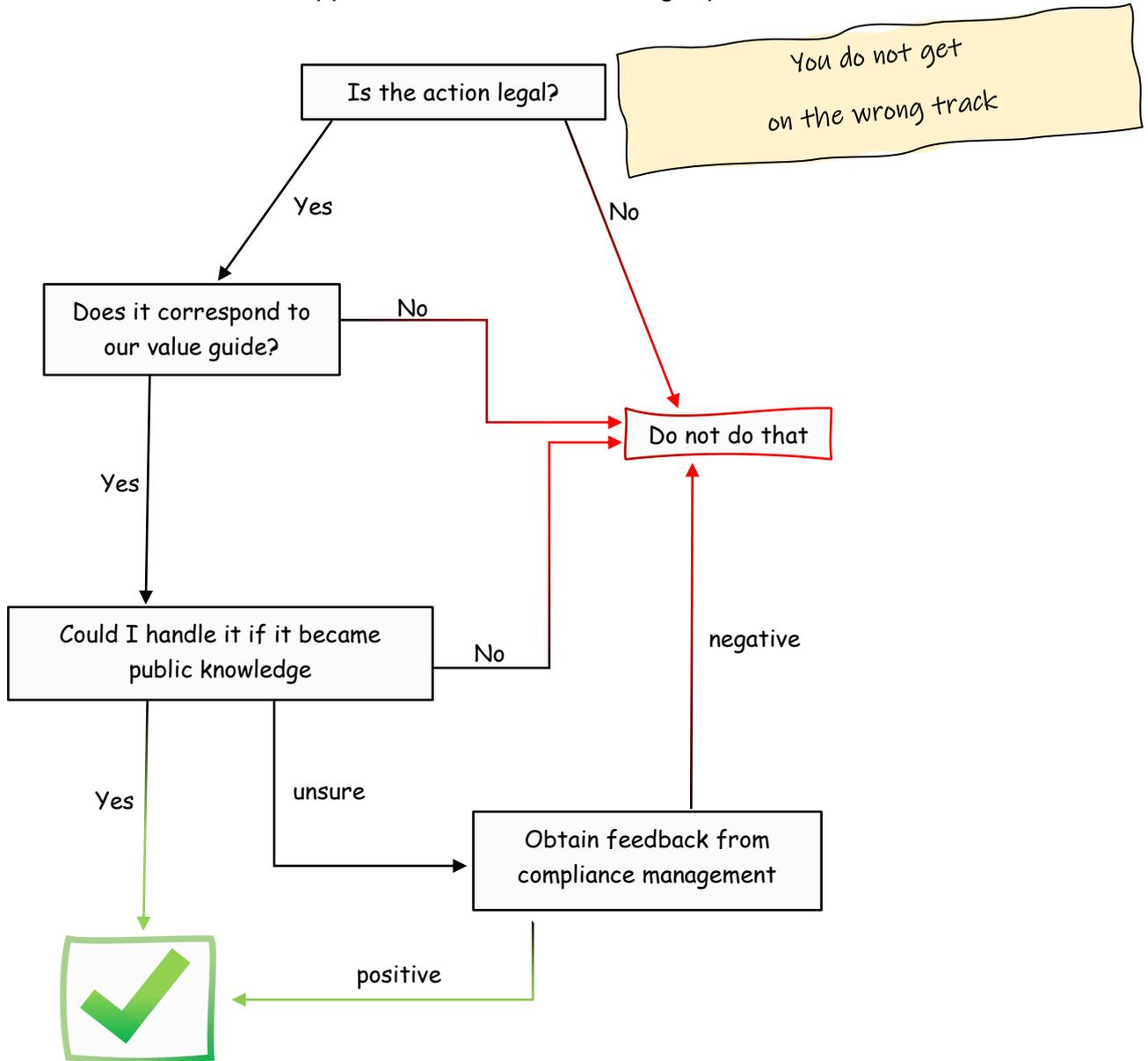
In the case of serious violations or if the measures taken to remedy the deficiencies are insufficient or there is no improvement, the business relationship will be terminated.

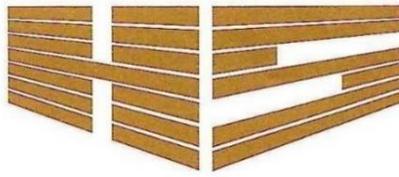


Making the right decision



This decision aid serves as a support for us to choose the right path.





Information and contact, further information can be found at:
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For ease of reading, the term "employee" is used.
This includes employees and female employees including senior executives and members of management as well as the management.



State: Februar 23