

SHB-PACKAGING

Code of Conduct *Stolle Health and Beauty*

Who we are:

SHB has over 100 of its own standard bottle series and over 60 closures in Europe, the USA, Canada and many other countries. The closures are 85% two- or three-colored and can be combined with the various bottle shapes of SHB's own standard series as well as new bottle designs.

Our ideas and innovations are the result of intensive cooperation with our customers. We are constantly developing new modern standard bottle series and innovative customer-specific series in complete solutions. These bottle and closure developments are supported by our team from the design stage through to series production, in line with our motto: "THINK GLOBAL - ACT LOCAL". With the specifications of our international marketing concept, we fine-tune the details to the regional characteristics and requirements.

We are guided by principles that are in line with the following regulations:

- United Nations Universal Declaration of Human Rights
- Global Compact of the United Nations
- ILO Declaration on Fundamental Principles and Rights at Work
- United Nations Convention against Corruption
- EU workers' rights

The management of SHB GmbH



Jens-Olaf Stolle



Kim-Nadine Stolle

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Principle 1 | Respect for human rights

SHB GmbH is expressly committed to respecting human rights within its sphere of influence. We undertake not to be involved in any form of human rights violations, either directly or indirectly. We also expect our suppliers to treat all people with respect and fairness and to ensure that their human rights are upheld in all areas of activity.

Principle 2 | Respect for freedom of association and the right to collective bargaining

SHB GmbH respects the right of employees to freedom of association and collective bargaining. It is available to the employees of the employees are free to form an employee representative body or become a member of an employee representative body. An employee may not suffer any disadvantages as a result of membership of a trade union. Employees or their respective organizations may also negotiate and conclude company agreements or collective agreements at the appropriate level. Our suppliers must also respect the rights of their employees and employees to freedom of association and collective bargaining note.

Principle 3 | Safeguarding fair working conditions

SHB GmbH pays attention to fair working conditions for all employees in all associated companies. This includes compliance with the respective national regulations on working hours as well as the right to reasonable working hours. Remuneration based at least on the respective statutory minimum wage or applicable collective wage agreements. All salaries, benefits and nationally prescribed social benefits agreed in employment contracts are also taken into account, paid or transferred. SHB GmbH also supports the further qualification of its employees. We also expect our suppliers to offer their employees fair working conditions and pay them appropriate wages.

Principle 4 | Elimination of all forms of forced labor, child labor and human trafficking

SHB GmbH is committed to the prohibition of any form of Forced labor. This includes all types of work or services that a person is forced to perform under threat of punishment or that a person does not perform voluntarily. SHB GmbH assumes that its suppliers also do not permit any form of forced labor in their company. SHB GmbH is committed to the prohibition of any form of child labor. When employing minors, we observe the following SHB GmbH sets the minimum age for admission to employment in compliance with national regulations. SHB GmbH is committed to the prohibition of any form of human trafficking. SHB GmbH demands that its suppliers do not tolerate any form of child labor or human trafficking in their company. We expect our suppliers not to allow young employees to carry out hazardous work,

that they observe national regulations on the employment of minors and that they do not hinder the education of children by employing them.

Principle 5 | Elimination of all forms of discrimination in respect of employment and occupation

SHB GmbH rejects any form of discrimination in the working environment. We respect the privacy of our employees. We are committed to promoting equal opportunities and diversity and advocate that all employment decisions (for example recruitment, promotion, training and further training measures) are made solely on the basis of the skills and qualifications of the person concerned. Aspects such as race, ethnic origin, religion or ideology, Gender, sexual identity, age, nationality, disabilities, social background, personal relationships or trade union membership must not have any influence on employment decisions. SHB GmbH rejects any form of sexual harassment of employees and takes legal action against it. We also expect our suppliers to provide equal opportunities and diversity and to prevent discrimination in employment decisions and sexual harassment.

Principle 6 | Observance of health protection and occupational safety

SHB GmbH complies with the applicable national legislation on health protection and occupational safety. We see it as a central concern to offer our employees a healthy and safe working environment. We are committed to minimizing the risks to which our employees are exposed by taking appropriate measures to prevent health risks, impairments and accidents. The working conditions of employees are designed to meet their needs and are subject to a continuous improvement process. All applicable statutory Framework conditions for health protection, workplace ergonomics and occupational safety are observed. Our suppliers are also required to comply with the applicable national health and safety legislation. must be observed. Our suppliers must take active measures to prevent work-related accidents, Diseases and fatalities to ensure a healthy and safe working environment for employees.

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Principle 7 | We Think Green

As a plastics manufacturer, SHB GmbH is committed to protecting the environment, which is why we attach importance to ensuring that environmental risks and negative effects on the environment through preventive measures are kept as low as possible. This includes in particular

- the reduction of energy consumption and greenhouse gas emissions,
- keeping the air clean and thus improving air quality,
- the avoidance of waste,
- the preservation of water quality and the economical use of water, and
- the use of recycled materials and the reuse or processing of production waste.

We pay attention to compliance in all associated companies the applicable national environmental laws and regulations and standards. We also support the use of modern, efficient and environmentally friendly technologies. We also expect our suppliers to respect the environment and the applicable national environmental laws, -regulations and standards. Suppliers must ensure that their activities do not cause any avoidable environmental damage.

Principle 8 | Combating all forms of corruption

SHB GmbH rejects all forms of corruption, including bribery and extortion. Decision-making processes must not be in any way through undue benefits (cash, benefits in kind, pleasure trips, etc.). Conflicts of interest are to be avoided. If there is a personal interest or if there is a conflict of interest, this must be disclosed. Through the disclosure does not result in any disadvantages for the person concerned. We also expect our suppliers to take action against all forms of corruption and not to engage in unfair competition. Our suppliers are not permitted to bribe or blackmail, nor accept bribes themselves. Furthermore, suppliers may not enter into any price agreements with competitors or similar agreements.

Principle 9 | Compliance with data protection and information security requirements

SHB GmbH ensures that the applicable requirements and regulations are observed when processing personal data. of data protection are complied with. Furthermore, SHB GmbH ensures that the requirements of information security to the processing of information from their customers, suppliers and employees are fulfilled.

Principle 10 | Use of tested raw materials

SHB GmbH only uses tested raw materials and additives. Only raw materials that comply with the guidelines are used for new products:

EU Regulation No.

1935/2004/EC EU

Regulation No.

10/2011/EC REACH June

2023

Directive 94/62/EC have been tested.

All raw materials and additives used in new products are approved under food law and comply with BfR IX, FDA CFR 21 177.1520, EN 71/3/9 guidelines and the RoHS Regulation (2002/95/EC and 2011/65/EC).

In the recycling sector, the following tests, which are linked to the EU Framework Regulation (EU) No. 1935/2004 and EU Plastics Regulation (EU) No. 10/2011, as well as in accordance with Article 17 of the European Cosmetics Regulation (EC) No. 1223/2009, are carried out by an accredited testing institute:

- Global migration analyses
- Specific migration analyses (PAA, CMR analyses, liquid chromatography, phthalates, PAH, MOSH / MOAH, PFAS)
- Screening analyses

Declarations of conformity for the raw materials used in the production of SHB can be provided on request.

All standard articles supplied by us are made from polymers. Our articles meet the requirements for use in the packaging of cosmetic articles in accordance with EU Regulation 1223/2009. EU Regulation 10/2011/EC specifies 10mg/dm² as the maximum overall migration level (OML) for food packaging. The raw materials we use meet this specification.

Compliance with the CODE OF CONDUCT

SHB GmbH reserves the right to check compliance with the provisions of this standards in a suitable form, for example as part of audits, and to adjust them if necessary.

In the event of violations of laws and the standards set out here

we act consistently, for example by taking action under labor law or terminating business relationships.