

Code of Conduct

NOPAR International GmbH recognises its social responsibility and is committed to fulfilling this responsibility in all its business activities.

Honesty, integrity and respect for human dignity are core values of **NOPAR International GmbH**. By committing ourselves to these values in our working lives, each of us makes a contribution to the protection and improvement of our company.

Our team, our suppliers and logistics experts, every single employee is needed to achieve our common goals.

Law and Legislation

The company undertakes to comply with the applicable laws and other relevant regulations in all business activities and decisions. Business partners are to be treated fairly. Contracts are honoured, taking into account changes in the framework conditions. The company complies with applicable laws that protect and promote competition, in particular the applicable antitrust laws and other laws regulating competition.

Values and Principles

The company bases its actions on generally accepted ethical values and principles, in particular integrity, honesty, respect for human dignity, openness and non-discrimination of religion, ideology, gender and ethics.

Human Rights

All employees of **NOPAR International GmbH** are committed to the freedom and equality of all people without distinction as to race, colour, sex, language, religion, political or other opinion, national or social origin, birth or other status. We demonstrate our commitment by supporting the United Nations Universal Declaration of Human Rights and the European Convention for the Protection of Human Rights.

Social Responsibility

We ensure that the dignity, privacy and personal rights of every individual are respected at all times. Under no circumstances do we tolerate discrimination, bullying or insults.

Health and Safety at Work

As an employer, **NOPAR International GmbH** guarantees occupational safety and health protection in the workplace within the framework of national regulations and supports continuous further development to improve the working environment.

Necessary measures to prevent accidents and damage to health are implemented, while at the same time employees are expected to act on their own responsibility and comply with the regulations.

Compliance with laws, standards and regulations is the responsibility of all employees. We emphasise compliance and pay attention to our own safety and that of others.

Working Hours

The company complies with the labour standards regarding the maximum permissible working hours and remuneration, in particular with regard to the remuneration level, in accordance with the applicable laws and regulations.

Remuneration

Remuneration, including wages, overtime and fringe benefits, shall be at or above the level stipulated by applicable law.

Harassment

Employees will not be subjected to corporal punishment or any other physical, sexual, psychological or verbal harassment or abuse.

Child Labour and Forced Labour

The company does not accept any form of forced or child labour.

Environment

The company is committed to the goal of protecting the natural foundations of life for present and future generations. It fulfils the environmental protection regulations and standards that apply to its operations and uses natural resources responsibly.

Prohibition of Corruption

When dealing with business partners and state institutions, the interests of the company and the private interests of employees on both sides are kept strictly separate. Decisions are made free of extraneous considerations and personal interests. The applicable criminal law on corruption must be observed. Among other things, the following must be observed:

The company's management and employees may not offer, promise, demand, grant or accept any gifts, payments, invitations or services in business dealings that are granted with the intention of unfairly influencing a business relationship or where there is a risk of jeopardising the professional independence of the business partner. This is generally not the case with gifts and invitations that are within the scope of customary business hospitality, manners and courtesy.

This Code of Conduct applies to all branches and business units of NOPAR International GmbH.

The company shall make its employees aware of the contents of this Code of Conduct and the obligations arising from it. It shall take appropriate measures to ensure that the Code of Conduct is complied with.

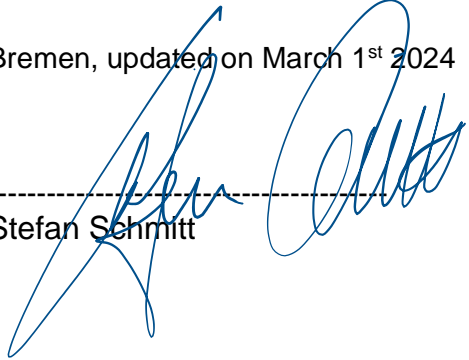
The rules of conduct promote the reputation of the company and lead to sustainable customer relationships and the long-term economic development of NOPAR International GmbH.

Compliance with the Code of Conduct within and outside the company and its business processes is a fundamental requirement of the management. Infringements cause damage to the company and have disciplinary consequences.

Rules and principles can be formulated, but it is important to internalise them, to live them and to demand them.

That is why our business strategy is not only focussed on the quality of our services, but also on our responsible actions.

Bremen, updated on March 1st 2024



Stefan Schmitt