

Supplier Code of Conduct

Dear Ladies & Gentleman,

our family-owned company was built up on respect, trust, loyalty and fairness – which to this day are the most important traits for our company and keep it existing.

Since 1954 we have made a name for ourselves in the field, with our customers and suppliers, through our quality, flexibility and of course reliability. It's important to us, to keep these principles represented on the inside and the outside.

These values and principles of conduct, set out in the Supplier Code of Conduct, are required of all suppliers, their employees and the downstream supply chain to represent the binding foundation for working with C. Krejci.



Ing. Bettina KREJCI
Geschäftsführende Gesellschafterin



Ing. Reinhard Mazanek
Geschäftsführer – Technischer Leiter

Getzersdorf, May 21st 2025

Ethic escalations process and anti-corruption policy

Cooperation with our suppliers is based on transparency, trust and honest dealings with each other. We maintain integrity in dealing with others and expect the same from all our business partners (customers, suppliers, agents and consultants) to avoid conflicts of interest.

Compliance with all applicable local, national and international laws and regulations is a requirement for sustainable corporate success. Violations of this can have serious consequences such as criminal convictions, fines or damage to reputation. C. Krejci does not tolerate such violations and expects employees and business partners to comply with applicable laws and regulations.

We only do business with third parties that conduct business ethically and do not subject the company to criminal or other liability or cause the company reputational harm.

C. Krejci's property or C. Krejci customer's property, e. g. systems, devices or IT, software or intellectual property needs to be handled carefully and must be protected from unauthorized access.

All suppliers are obliged to protect all company information and keep it confidential. This applies not only to our own confidential information, but also to confidential information from business partners and customers that C. Krejci has entrusted to its suppliers.

The protection of personal data of employees and business partners is very important to C. Krejci. When processing business partner or employee-specific data, great care and sensitivity must be exercised. Personal data must be handled in accordance with the applicable data protection regulations, and the data processed in IT systems must be protected as best as possible.

We stand for fair and undistorted competition. As such, we expect all suppliers not to engage in, facilitate or tolerate any activity related to money laundering.

We also expect that you will not participate in anti-competitive or anti-trust agreements or agreements with other companies.

The giving or receiving of gifts, invitations or any other form of grants can influence the independence of C. Krejci's judgement and the judgement of its business partners. Grants are only permitted when they are transparent and appropriate, and approved by the management.

Offering or accepting benefits in any form to or from a person publicly or privately with the purpose of influencing, is prohibited. Offering benefits in any way (gifts, invitations or promotions) to any public-, government-official or representatives of such people to promote company business are not permitted, as well as indirect payments eg. by business partners. Also, indirect donations, e.g. via business partners, are not permitted.

National and international laws regulate the import, export or domestic trade of goods, technology, services and handling of specific products.

Our suppliers must ensure, that transactions with third parties do not violate economic embargoes, trade regulations, regulations on import and export controls or regulations on the prevention of terrorist financing.

All employees who are involved in import, export or domestic trade of goods, technology, services and the handling of specific products must comply with relevant laws and regulations.

C. Krejci also requires its suppliers to comply with the principles of proper bookkeeping and, if necessary, financial reporting, as well as the applicable tax laws and customs regulations.

We expressly do not tolerate any fraudulent or dishonest conduct. This includes, but is not limited to, the submission of falsified or manipulated statements, attestations, certificates, or any other business-relevant documents or information in connection with the business relationship with our company.

Human rights and working conditions

Everyone has the right to fair and respectful treatment. Respect for human rights is an integral part of all corporate responsibility.

C. Krejci expects its suppliers to respect the dignity and personal rights of each employee, committing to a work environment in which the uniqueness of each person is recognized and each individual is treated with courtesy, honesty and dignity. Harassment, bullying or intimidation must not be tolerated. Workplaces must be free from discrimination, exploitation and harassment based on gender, race, religion, age, disability or sexual orientation. Any form of forced labor and child labor must not be accepted.

As employees right to appropriate remuneration, taking into account the legally guaranteed minimum wages and observing the applicable labor law regulations, in particular with regard to working hours, must be observed.

No deceptive or fraudulent practices are used when hiring employees. Information on working conditions, including wages and benefits, work location and potential work hazards is accurate. Written employment contract documents contain a detailed description and are available at the time of starting work. Employees' identity documents may not be retained, manipulated or destroyed. The principles of women's rights must be fully observed. Women are entitled to political, economic and social equality. They must be given the same employment opportunities as their male colleagues and be paid the same wages for the same work. Suppliers must provide their employees with a safe working environment that at least meets, if possible, exceeds, the relevant legal requirements and regulations regarding occupational safety and active health protection. Young employees, in particular, must be protected from work, that could harm the health or safety of this group of people.

Sustainable action, environmental and climate protection

Protecting our environment is an integral part of our corporate responsibility, which is why C. Krejci requires its suppliers to comply with all applicable environmental regulations and standards, as well as to use environmentally conscious practices.

The continuous reduction and avoidance of environmental pollution (air, soil, water quality and water consumption), responsible chemical management, sustainable resources management, waste avoidance before recycling and environmentally friendly separation and disposal, the reduction of noise emissions, the increase in Energy efficiency and the reduction of the CO2 footprint (greenhouse gas emissions) by increasing the use of renewable energies, as well as compliance with all

applicable environmental and safety measures, must be the focus of environmentally conscious action. Any kind of illegal treatment or disposal of waste is prohibited.

The suppliers of raw materials and packaging material must commit to comply with the regulations on prohibited and declarable substances, e.g. ELV, RoHS and REACH, and to provide written evidence of this upon request.

In order to meet the required transparency in regard to the CO₂ footprint along the supply chain, C. Krejci requires the product-CO₂ footprint (Scope 1-3) for all raw materials delivered to C. Krejci.

The collection, calculation, evaluation and communication of the relevant CO₂ data should be carried out in accordance with the applicable norms and standards of the Greenhouse Gas Protocol (GHG-Protocol).

Whistleblowingsystem

At C. Krejci, both employees and third parties are encouraged to express themselves freely and without fear of reprisals, especially on unethical practices, environmental complaints or human rights violations. Retaliation against anyone who raises a good faith concern about wrongdoing at C. Krejci's company is prohibited.

The person in charge is impartial, independent and not bound by instructions with regard to information.

Our employees and third parties have the following report options in accordance with the Whistleblower Protection Act (HinweisgeberInnenschutzgesetz – HSchg).

via Mail:	hinweis@krejci.at
by post:	Camillo Krejci Polymertechnik GmbH Attn. „Hinweis“ Camillo-Krejci-Strasse 1 A-3131 Getzersdorf
Phone (DE und EN):	+43/2782/82710-33

The identity of the whistleblower is protected.

Consent to C. Krejci – Supplier Code of Conduct

As a supplier of C. Krejci, we act accordingly to the ethical and legal principles laid down in this Supplier Code of Conduct (SCoC). We also pass these requirements on to our suppliers and the downstream supply chain.

We hereby recognize the C. Krejci SCoC and confirm that we comply with the above principles and requirements of the C. Krejci SCoC by applying our own, equivalent corporate code of conduct in our company.

Date / Signature und stamp supplier or digital signature