



Policy Statement

Declaration of principle respect for human rights and social responsibility (SA8000) of the SÜDPACK Group

Human rights strategy

The SÜDPACK Group is an internationally operating family-owned company that focuses on innovation, technology and quality, as well as on maintaining close relationships with our customers. As such, we consider it our duty to regard the protection of human rights as one of our highest priorities and as a fundamental principle guiding our actions.

The company's management is fully committed to this policy statement, to fulfilling our corporate due diligence obligations, and to ensuring its implementation throughout the entire organisation. In doing so, we make certain that all divisions are aware of the contents of this policy statement, adhere to them and actively contribute to compliance.

This declaration of principles supplements our Code of Conduct and our Supplier Code of Conduct and further defines our corporate due diligence obligations regarding human rights towards our employees, suppliers, business partners and society. At the same time, it demonstrates our commitment to the principles of SA8000 and our compliance with the requirements of the associated management system.

We are also guided by the United Nations Sustainable Development Goals and commit to the principles of the following internationally recognised human rights frameworks and standards:

- Universal Declaration of Human Rights of the United Nations
- ILO Declaration on Fundamental Principles and Rights at work
- OECD Guidelines for Multinational Enterprises
- Principles of the United Nations Global Compact Nations
- Charter of Fundamental Rights of the European Union
- International standard on social responsibility (SA8000)

This policy statement is reviewed annually and adjusted if necessary. It covers the following topics, which allow us to identify potential risks related to our business activities and our supply chain.

Relevant labour and human rights risks:

- Child labour
- Forced labour
- Slavery
- Freedom of association
- Right to collective bargaining
- Occupational health and safety
- Procurement risk
- Appropriate remuneration
- Unequal treatment



Relevant environmental risks:

- Air pollution
- Hazardous waste
- Persistent organic pollutants (POP Convention)
- Soil contamination
- Water pollution

Risk management and risk analysis

We provide sufficient resources to ensure compliance with the above mentioned contents and the requirements of the Supply Chain Due Diligence Act, as well as to meet the international standard for social responsibility (SA8000) and to continuously improve our management system. To this end, we identify and analyse environmental and human rights related risks associated with our business activities and our supply chain (direct suppliers and indirect suppliers for whom we have substantial knowledge). By maintaining, implementing and continuously improving the SA8000 standard, as well as the relevant ISO standards relating to environment, energy, occupational health and safety, product safety and sustainability within our strategic corporate orientation, we identify, prevent and mitigate the risks associated with our business activities. We assess and analyse supply chain risks both internally and with the support of the EcoVadis rating platform. As a first step, all direct suppliers undergo a comprehensive risk assessment and are evaluated using sector specific and country specific risk profiles to identify actual and potential human rights and environmental risks in our supply chain. Indirect suppliers are evaluated whenever substantial indications of a violation are identified.

- Inhumane or inappropriate treatment, as well as any form of violence or mental or verbal abuse, is strictly prohibited. Harassment as a disciplinary measure is not used and is not tolerated at SÜDPACK. We ensure safe and healthy working conditions and appropriate remuneration. We also ensure that at least the working conditions, including the minimum wage required by applicable laws and regulations, are granted to all employees.
- With our remuneration policy, we encourage all employees to work in alignment with the same corporate objectives and to participate through a variable remuneration component. Working hours are binding in accordance with the Working Hours Act. We also acknowledge our responsibility towards environmental protection.
- SÜDPACK favours the use of processes that utilise energy and raw materials efficiently. The company also endeavours, as far as possible, to avoid emissions, noise and waste.

Preventive and remedial measures

Based on the risks we have analysed in the supply chain and the requirements we place on our own business activities, we implement various measures within our sphere of influence, initiating appropriate corrective actions, to avoid and minimise environmental and human rights risks and to ensure compliance with our social responsibility. We train our employees on our corporate principles and values. Our annual training includes content on sustainability, environmental protection and social responsibility. Our compliance training focuses on the following five areas, which are also covered in our Code of Conduct:

- Behaviour within our company
- Protection of intangible & tangible assets
- Environment & Sustainability
- Legal & statutory framework conditions
- Behaviour towards business partners & competition

Our certifications in accordance with SA8000, ISO 14001 and ISO45001 provide additional preventive measures in the areas of social responsibility and environmental protection. In addition, we have Compliance Officers, a Compliance Committee and a Social Performance Team. Furthermore, our suppliers are required under their supply contracts to acknowledge our Supplier Code of Conduct or to provide us with a comparable document from their own company. The Code applies to the contracting company, its corporate management and its employees, and serves as the basis for all business relationships. It includes the following elements:

- Legal and statutory framework conditions
- Ethical business practices (corruption, antitrust law)
- Employees (ban on forced and compulsory labour, Respect for human rights, anti-discrimination, fair working conditions and minimum wage)
- Health and environmental protection

If suppliers show anomalies, audits are carried out or feedback discussions are held, and corrective measures are defined. The supplier is then given a defined period in which to implement the required improvements. If the supplier is unable to make these improvements, we reserve the right to remove the supplier from our portfolio. If we have substantial indications of an infringement by an indirect supplier, individualised measures are initiated.

Complaints procedure

In order to provide our employees, suppliers and all other affected stakeholders with the opportunity to report risks and violations related to human rights and the environment, SÜDPACK has implemented several complaints mechanisms. Our employees can use an anonymous internal complaints management system in which all reported grievances are treated confidentially. In addition, we also encourage employees of our direct and indirect suppliers who have concrete indications of misconduct to use our external complaints mechanism.

The following contacts and tools are available if needed:

- The Compliance Officer of the SÜDPACK Group
- The local Compliance Officers
- The management of the local company or the management of the SÜDPACK Group
- The responsible supervisor
- Via the SÜDPACK Whistleblower Channel: <https://whistleblowersoftware.com/secure/suedpack>



Documentation and reporting

We report transparently on our sustainability and CSR activities in a sustainability report published every two years, which is validated in accordance with the GRI standard. The report is available on our homepage under SÜDPACK: Sustainability by SÜDPACK | Climate neutrality. In non reporting years, we publish a progress report based on the respective sustainability report. You can also find further information on our homepage regarding sustainability at SÜDPACK and our activities for a sustainable and transparent supply chain, including our Supplier Code of Conduct.

As part of our social responsibility and in accordance with the German Supply Chain Due Diligence Act, we regularly review and report internally on the status of our progress towards a sustainable and transparent supply chain. We also provide annual information on our human rights related risk analysis, preventive and remedial measures, and the evaluation of their effectiveness.

Accreditation body

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Certification body

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Management of the SÜDPACK Group

Ochsenhausen, 15.06.2026



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