



Utz Group Global Code of Conduct

As an international business, the Utz Group is committed to responsible corporate governance and compliance with its own standards. Our business is part of the community. As a signatory to the United Nations Global Compact, we are committed to upholding its core principles on human rights, labor, anti-corruption, and the environment.

We specialize in the development, manufacture and distribution of plastic logistics and transport containers and technical parts for professional applications. Driven by high efficiency, functionality, and innovation, we continue to set new benchmarks and industry standards with our environmentally friendly products and services. Our vision is a future where only sustainably produced, reusable and recyclable returnable containers are used. Our core values are customer focus, innovation, quality, material focus and community spirit.

We are committed to sustainable growth. We achieve this growth through our performance and finance it with our own resources. This independence and integrity enables us to act as a partner in the marketplace and build long-term customer relationships.

For the Utz Group

The Board

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1. Principles and objectives

The Utz Group's global Code of Conduct summarizes the key principles and rules that govern our actions. The Code sets out binding principles for all Utz employees to follow in their day-to-day dealings with each other, customers, and business partners. By keeping our shared values in mind, we are clear about what we expect from each other, what behavior we encourage and what will not be tolerated in our business under any circumstances.

The Utz Group Global Code of Conduct applies to all Utz Group companies. We also expect our business partners and third parties who act on behalf of or for Utz Group companies (e.g. suppliers, distributors, consultants, freelancers, sales representatives, etc.) to comply with these standards.

2. How we work together in the Utz Group

Values that unite us

We create a working environment based on mutual respect, professionalism, honesty and fairness. Mutual trust is the foundation of our working relationship. We put business first. We conduct discussions in an engaged, constructive, and respectful manner. Communication is always factual. We do not spread rumors. Everyone in the Group takes responsibility for their actions.

Diversity, Equal Opportunity, and Inclusion

Utz provides equal employment opportunities and does not tolerate discrimination against our employees. No one should be disadvantaged, favored, or harassed because of characteristics such as gender, color, religion, nationality, political or other beliefs, ethnic origin, disability, age or sexual orientation.

Teamwork and personal development

We win as a team. We promote teamwork in a cooperative, international, and open atmosphere and rely on highly motivated, willing to learn and well qualified employees. We value the individual strengths and skills of our employees. We support the professional and personal development and career success of our employees and encourage individual motivation and lifelong learning.

3. Working conditions and human rights

Human Rights

We are committed to avoiding human rights abuses in our business activities. We are guided by the United Nations Universal Declaration of Human Rights.

Child and forced labor

The Utz Group respects the legal minimum age for employment and does not tolerate any form of child labor. We reject any form of forced or compulsory labor.

Compensation and benefits

The Utz Group offers its employees competitive and performance-related remuneration, supplemented by fringe benefits. It is ensured that the relevant statutory minimum wages or minimum standards are met.

Working hours and health promotion

The Utz Group complies with all applicable national laws on working hours, rest periods, leisure time and holidays. The organization of workplaces, working hours and breaks takes into account both operational requirements and the promotion of individual health. The Utz Group promotes the compatibility of work and private life. It also offers its employees individual working time models within the scope of operational possibilities.



Health and Safety

The Utz Group ensures compliance with all legal requirements relating to occupational health and safety to prevent health hazards. We provide regular information and training to our employees on regulations and codes of conduct to ensure the best possible prevention of accidents and occupational illnesses.

Dialogue between employees and the company

The Utz Group encourages regular dialogue between employees and the company. We recognize the right of all employees to form employee representatives. Management is committed to working openly, transparently, and constructively with employee representatives.

4. Working with customers, suppliers, and business partners

Selection of business partners

The selection of our suppliers, distributors and other business partners is based on qualifications, experience, sustainability, and other legitimate business interests. Personal relationships or motives will not influence this selection. We must avoid working with customers, suppliers and other third parties whose standards are inconsistent with our Global Code of Conduct.

Preventing Bribery and Corruption

We do not pay or accept bribes. Our business is based on the performance and quality of our products and services. We do not offer payments or other benefits to anyone for the purpose of obtaining or retaining business from, or directing business to, any third party. Nor do we instruct, permit, or assist anyone to violate this policy. Accepting payments, cash, expensive gifts, invitations to entertainment events, or travel, etc. is strictly prohibited for all employees. Any request or offer of a bribe must be refused and immediately reported to a manager.

Business courtesies

Business courtesies, gifts, gratuities, and entertainment that are "reasonable" and do not exceed the (monetary) value of customary local business standards and comply with local laws and regulations are exempt from the bribery rules. "Appropriate" gifts, meals, etc. are characterized by being open and transparent, properly recorded in the donor's books and records, and given only as a one-time expression of appreciation or gratitude. Other criteria used to assess the "appropriateness" of business courtesies include current relevance to an event, frequency (no unwarranted repetition), direct recipients only (peer to peer, employees involved in the project).

Competition and Competitors

We are committed to fair competition in accordance with international conventions, national laws and internal policies. Business advantage is gained only through superior performance. We do not engage in industrial espionage or knowingly disseminate false information about our competitors, their products or services. Activities, discussions, and contacts by our employees with our competitors or other outsiders regarding confidential company information and data are not permitted. No disclosures, discussions, or agreements of or about prices, future plans, business plans, production, marketing, allocation of markets, customers, territories or concerted boycotts of third parties or unlawful agreements in any form (written, oral, electronic or even implied) are permitted.

Export Controls and Economic Sanctions

We will comply with all import and export control laws, sanctions and embargoes that apply to us. These include restrictions or prohibitions on the export or re-export of goods, software, services and technology to certain destinations and on transactions with certain regions, organizations and individuals. Where necessary or suspected, we check compliance throughout the Utz Group supply chain.



Patents and Intellectual Property

We respect intellectual property protected by patents, copyrights and trademarks (e.g. inventions, literary and artistic works, designs, and business symbols, names and images) and will not use or disclose them without authorization.

Conflicts of Interest

To protect the interests of both the company and its employees, we take care to ensure that there are no conflicts of interest between employees' personal interests and those of the company. This applies to any personal relationships that employees or their relatives may have with competitors, customers, suppliers and/or service providers. Our employees disclose their own conflicts of interest (if known) and consult with their manager when in case of doubt.

5. Quality, sustainability, and the environment

Our understanding of sustainability

We are guided by the three pillars of sustainability, but also consider the cultural dimension and our responsibility to future generations.

Quality

We are known for the excellent quality of our products and services, our work and cooperation, and our environmentally friendly technologies that meet the highest standards.

Continuous Improvement Process and Resource Management

We strive to continuously improve our services and products by optimizing our processes, methods and use of materials and products. The reduction of waste and emissions (air, water, soil) and the improvement of energy efficiency are stated company goals, the development of which is reported on a regular basis.

Environmental management

We are committed to the sustainable reduction of our environmental impact and to active environmental, fire, health and safety protection in order to make our contribution to our customers, employees, fellow citizens and future generations. We identify the environmental regulations relevant to our activities, demonstrate continuous and sustainable compliance, and regularly inform the organization of their impact. Appropriately certified environmental management systems are implemented in our operations.

Transparent reporting

Our climate and sustainability goals are set out in a Group-wide sustainability strategy and in local climate strategies. We communicate our progress in a transparent and publicly accessible manner through our annual Sustainability Report.

6. Governance – Adherence to principles and policies

Compliance with internal policies

In addition to the principles set out in this Code of Conduct, the Utz Group has clear authority and signatory rules, budget guidelines, target agreements and reporting standards. We monitor compliance with internal policies through annual audits and internal controls.

Compliance with laws

We are committed to complying with all national and international laws, regulations and guidelines that apply to our activities. Management actively monitors changes in the law and is required to apply them promptly and to review their impact on the Utz Group's processes, products and services. We verify this commitment through annual audits and internal controls.



Financial integrity - internal and external

All business transactions must be recorded in the accounting system. Commissions, rebates, etc. may only be given in accordance with local custom and practice. We provide complete, accurate, timely and understandable information in all our financial reports and documents in accordance with applicable national and international regulations, laws, and standards.

Privacy Policy

When collecting, storing, processing, or transferring personal data from employees, customers or other third parties, we take the utmost care to ensure strict confidentiality and compliance with applicable laws and regulations. With respect to information security, the information provided by our business partners is used solely for the purpose of performing services with and for the business partner and is protected from internal and external misuse.

Information Security

The Utz Group's business data is protected against unauthorized access by third parties and is continuously monitored in accordance with current IT security standards based on ISO 27001. Employees receive regular training on the careful and confidential handling of company data and the current risks involved. In this way, we ensure the best possible business continuity.

7. Seeking help - taking action

All employees are encouraged to proactively report any uncertainty or ambiguity in the application of these rules to their supervisor, Human Resources or Management.

Reporting violations

Employees will report apparent violations of this Code to their supervisor, Human Resources, or management. Our employees understand that violations of this Global Code of Conduct and internal policies may result in disciplinary action, up to and including termination of employment.

Whistleblowing

A separate Utz Group Whistleblowing Policy is designed to encourage all employees to report anonymously their concerns about serious misconduct by individuals, including managers. It ensures that they do not fear or risk unfair treatment, discrimination, or retaliation as a result.

8. Implementing the Global Code of Conduct

The Board of Directors has adopted this Global Code of Conduct. It forms an integral part of the employment contracts of key personnel and is integrated into all employee policies. The Code is published on the Group's website and is available to the public. We provide regular training to our employees on the content of the Global Code of Conduct and related policies and procedures. Supervisors monitor employee behavior and address misconduct directly. Supervisors have a particularly important role to play: they model the values and principles of this Code of Conduct. Utz Group companies will communicate the content of the global Code of Conduct to employees, contractors and, where appropriate, third parties. It should be clear to all involved that compliance with the global Code of Conduct is a matter of policy. We expect and provide honest and constructive feedback as part of regular skills and development reviews.

created 2023, June, approved by the BoD 2023, Sept

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Version 1.1.