

Code of Conduct

for AL Glove Systems and its employees as well as business partners

At AL Glove Systems, we are committed to a working environment in which all employees feel respected and valued. Integrity, respect, professionalism and fairness are the pillars of our corporate culture.

AL Glove Systems GmbH (ALGS) is expressly committed to complying with applicable laws and regulations. Social, ecological and ethical values further shape the corporate culture. This Code of Conduct contains the commitments and obligations of ALGS and is therefore intended to provide orientation and summarize these guidelines. Our employees base their daily work on these values.

In the interests of sustainable corporate development and the preservation of the free market, we also expect all our business partners, in particular our suppliers, to observe these basic principles and rules of conduct.

These codes of conduct are based on international conventions such as United Nations Human Rights Conventions (including the United Nations Universal Declaration of Human Rights, the Convention on the Rights of Women and the Convention on the Rights of the Child), the United Nations Guiding Principles on Business and Human Rights, Conventions of the International Labor Organization of the United Nations ILO, the REACH Regulation and the Dual-Use Regulation at EU level as well as the German laws and regulations applicable at national level, in particular the Supply Chain Due Diligence Act, the Whistleblower Protection Act, the General Equal Treatment Act and the provisions of environmental law.

1. Social Responsibility

1.1 Equal Opportunities and Non-Discrimination

ALGS' conduct towards its employees (including future potential employees) is characterized by respect and fairness. We respect the personality of our employees and reject any form of harassment, discrimination or unequal treatment. No one may be disadvantaged or favored, harassed or excluded because of their nationality, ethnic or social origin, skin color, age or appearance, gender, disability, sexual identity or orientation, religion or ideology, trade union or political party affiliation or pregnancy.

ALGS has set up a complaints mechanism within the meaning of the General Equal Treatment Act („Allgemeines Gleichbehandlungsgesetz“ (AGG)) for complaints and for clarifying of the facts and ordering appropriate measures.

1.2 Behavior within the Company

Within ALGS, the principles of tolerance, respect, objectivity and fairness apply when dealing with each other and with third parties. This also applies to dealings with and in social media. Employees must keep their private interests separate from those of ALGS at all times.

1.3 Respecting Human Rights

ALGS rejects human trafficking and forced labor in any form. All work or services must be performed voluntarily and without threat of punishment. The possibility to terminate the employment relationship is given at any time. This is particularly guaranteed when hiring external security personnel.

1.4 Prohibition of Child Labor

We at ALGS do not tolerate child labor and respect the rights of children to development and education. We only employ persons who have reached the legal minimum age for employment in accordance with the applicable laws.

1.5 Fair Wages

ALGS recognizes that fair wages are the cornerstone of a local standard of living and pays appropriate salaries and social benefits, at least within the framework of statutory and collectively agreed provisions. Employees are informed clearly, in detail and regularly about the composition of their remuneration.

1.6 Fair Working Hours

Working hours also comply with the applicable regulations and industry standards, in particular by adhering to maximum working hours, overtime and time off.

1.7 Right to Collective Bargaining

ALGS respects the right of its employees to form and join organizations and interest groups of their choice, to engage in collective bargaining and to strike.

1.8 Occupational Health and Safety

At ALGS, we are committed to protecting the health and safety of our employees. This is ensured in particular by appropriate personal protective equipment, safety when handling machinery and the requirements for health-protecting workplaces.

2. Ecological Responsibility

2.1 Environmental Protection

Environmental and climate protection is part of the responsibility of commercial enterprises. That is why we at ALGS scrupulously comply with all applicable standards, regulations, and laws. In addition, we operate and produce in a way that conserves resources and minimizes environmental impacts and risks.

2.2 Consumption of Raw Materials and Natural Resources, Waste

At ALGS, we are committed to reducing or avoiding the use and consumption of raw materials and other natural resources during production and the generation of waste of all kinds as well as harmful water, air and noise emissions.

2.3 Responsible handling of chemicals

In particular, ALGS identifies and handles chemicals or other materials that pose a risk if released into the environment in such a way that safety is ensured during the handling, transporting, storage, use, recycling or reuse and disposal of these substances.

2.4 Energy Management

The responsible use of energy is also part of protecting resources. By monitoring and documenting consumption, we are constantly minimizing it and improving energy efficiency.

2.5 Preservation the Natural Foundations of Life

It is prohibited to deprive people of land, forests, or bodies of water whose use secures their livelihoods. At ALGS, we therefore refrain from harmful changes to the soil, water and air pollution, noise emissions and excessive water consumption if this harms people's health, significantly impairs the natural basis for food production or prevents people's access to clean drinking water or sanitary facilities.

2.6 Conflict Minerals

ALGS ensures that no metals or other substances are used whose source minerals or derivatives originate from a conflict region in which they directly or indirectly contribute to the financing or support of armed groups, promote forced labor and other human rights violations and support corruption and money laundering.

3. Corporate Responsibility

3.1 Product Conformity and Safety

As a manufacturer of personal protective equipment (PPE), including for the pharmaceutical industry, our priority is to manufacture and supply safe and effective products. We comply with the applicable standards, legal and official regulations, product safety standards and labeling requirements for all our products. In particular, this means that all employees who become aware of any complaints about products must report them immediately to the Quality Management department. We make it clear and comprehensible how our products ought to be used and what risks may be associated with their use.

3.2 Fair Competition

We as ALGS participate in competition exclusively in a fair and free manner without any unlawful agreements and are particularly committed to complying with the applicable antitrust laws. We reject competitive advantages through unfair business practices.

3.3 Cooperation with Authorities

We will comply with our regulatory obligations to the competent authorities. For ALGS, a good and cooperative relationship with all competent authorities is important. When we provide information, it will always be complete, accurate and timely.

3.4 International Trade

ALGS is particularly aware of its obligations in connection with national and international customs, export and foreign trade laws and regulations and complies with these conscientiously. ALGS has appointed an export officer who is available for questions and comments.

3.5 Data Protection

At ALGS, we treat personal data confidentially and undertake to collect, process and store it exclusively in accordance with applicable data protection laws and regulations.

3.6 Trade Secrets and Industrial Property Rights

ALGS protects confidential information and respects intellectual property rights. Technology and know-how are transferred in such a way that intellectual property rights and customer information, trade secrets and non-public information are protected. ALGS observes the applicable laws on the protection of business secrets and treats confidential information from business partners accordingly.

3.7 Avoidance of Conflicts of Interest

At ALGS, we make business decisions exclusively based on objective criteria and are not guided by personal interests. Conflicts of interest, including those of family members or other related parties, must be ruled out. Potential conflicts of interest must be disclosed by the persons concerned.

3.8 Insider Trading

In accordance with the statutory prohibition on disclosing confidential information which, if it were made public, would be likely to significantly influence the stock exchange or market price of shares or securities of other companies ("insider information"), we do not use this information for trading in shares or other securities, nor do we pass it on to third parties.

3.9 Financial Reporting and Documentation Requirements

ALGS documents all business transactions appropriately and truthfully in accordance with the regulations. The complete and correct recording of information relevant to accounting and tax law must be ensured. Legal and official record retention regulations must be observed.

3.10 Bribery and corruption

The reputation, acceptance and business activities of ALGS as a trustworthy market participant must not be jeopardized by criminal acts. Bribery and corruption are punishable by law and will not be tolerated by ALGS.

3.11 Money Laundering

The smuggling of criminal assets into the legal financial and economic cycle by concealing their true origin and other money laundering activities, domestic and abroad, are also prohibited. ALGS complies with its legal obligations to prevent money laundering and does not participate in transactions that serve to conceal or integrate criminal or illegally acquired assets.

3.12 Acceptance and Granting of Advantages

Furthermore, employees may not demand, accept, offer or grant any personal benefits in connection with their professional activities. This also means that they may not accept or receive gifts from business partners or other third parties if this constitutes or could be construed as inappropriate influence on business decisions.

4. Implementation

Our employees are encouraged to identify risks and inform ALGS immediately in the event of a breach. Employees receive regular and verifiably training to ensure the implementation of the basic principles of our Code of Conduct.

We also expect our business partners, in particular suppliers, to observe the provisions of this Code of Conduct. This includes identifying risks in this regard and taking appropriate measures to prevent violations. In addition, they use appropriate and suitable means to ensure that their direct suppliers are aware of and comply with the content of this Code of Conduct

Complaints or anomalies regarding a violation of this Code of Conduct may be sent to compliance@alglovesystems.de and will be treated in strict confidence and without the risk of any resulting disadvantage. ALGS ensures that appropriate investigations and measures are taken in the event of any suspected violation.

5. Consequences of a Breach

Breaches of these rules of conduct by employees will not be tolerated and may result in disciplinary action up to and including dismissal and, depending on the nature of the breach, civil liability claims and criminal prosecution. ALGS assures that no employee who reports irregularities or suspicions will suffer any damage or other disadvantage as a result.

Lorsch, July 08th, 2024



Peter Schützdeller

Managing Director