



**CODE OF  
CONDUCT**

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## PREAMBLE

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We all bear responsibility for the reputation of AVENTUS. This Code of Conduct sets out a common system of values and principles that is intended to serve as a model for all employees, i.e. shareholders, managing directors, managers and staff of the AVENTUS Group in their daily work. It defines the basic principles of our behavior within AVENTUS and in our relationships with our partners and the public. It sets out the principles of our corporate activities and is an expression of our corporate value.

Our Code of Conduct is not a control system, but rather a guideline for behavior that reflects the AVENTUS corporate culture. This is based on integrity, safety, respect and sustainability.

AVENTUS pursues and supports the commitment of the United Nations and is guided by the universal principles and the "Sustainable Development Goals" of the UN Global Compact for responsible corporate governance. For AVENTUS, sustainable economic, social and ecological actions are a natural and indispensable element of its corporate culture.

The Code of Conduct sets out minimum standards applicable throughout the Group. Violations are dealt with and consistently eliminated in the interest of all employees of the AVENTUS Group.

All AVENTUS employees are called upon to bring the Code of Conduct to life. We are proud that our behavior is based on this Code of Conduct.

Kai Lammers



## ABOUT US

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AVENTUS GmbH & Co. KG is a manufacturer of packaging systems for industrial applications with headquarters in Warendorf. Founded in 2018 as a joint venture of the world market leaders HAVER & BOECKER and WINDMÖLLER & HÖLSCHER, the company produces and sells filling systems for free-flowing bulk

goods as well as palletizing and load securing technology. AVENTUS' comprehensive portfolio is primarily aimed at the chemical, salt, fertilizer and pet food industries as well as the agricultural sector. The palletizing specialist NEWTEC BAG PALLETIZING is a 100% subsidiary of the Warendorf-based company.

## GENERAL PRINCIPLES, LAW AND ORDER

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AVENTUS is committed to fulfill its social responsibility in all business activities. All employees are therefore required to fully comply with all applicable legal regulations and internal company rules in Germany and abroad in all business activities and decisions.

Employees are encouraged to always inform themselves about the legality of their actions. They are supported in this by the contact persons in the respective departments.



## SOCIAL RESPONSIBILITY

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### **Human Rights and Labor Standards**

As a globally active company, AVENTUS is committed to respecting and supporting internationally recognized human rights.

As a socially responsible company, AVENTUS rejects any form of forced labor or comparable work and is against any form of child labor.

AVENTUS pays its employees an appropriate salary in accordance with local market conditions and the applicable collective bargaining agreements. Employees receive all legally required benefits.

### **Freedom of Association and Right to Collective Assembly**

All AVENTUS employees have the right to assemble for peaceful purposes, to form organizations of their choice, to join them and to conduct collective bargaining. This includes joining trade unions, appealing to the workers' representatives or being a member of works councils. However, no one is forced to join an association.

AVENTUS respects these rights in accordance with local laws.

### **Equal Treatment and Opportunities, Anti-Discrimination**

Fairness, respect, team spirit, openness and a sense of tradition form the basis for an appreciative collaboration at AVENTUS. The AVENTUS working environment is characterized by respectful interaction, in which the strengths of each individual are fostered and collective solidarity is at the forefront. Every employee should treat all people in her or his environment equally regardless of any legally protected characteristics. This includes not only, but especially national or ethnic origin, skin color, religion, age or gender.



## SOCIAL RESPONSIBILITY

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### Health and Safety at Work

Compliance with occupational health and safety laws and intensive cooperation with institutions and occupational health and safety specialists support the AVENTUS management in the prevention of illness and accidents. Responsible action for the well-being of oneself and other employees is a prerequisite. AVENTUS provides a clean, healthy and safe

environment in which employees can work in accordance with the applicable occupational health and safety laws. The employee is actively involved in maintaining this environment. General and workplace-specific safety instructions must be followed. Suggestions for further improvement of the working environment can be discussed with the supervisor at any time. Particularly safety-relevant improvements are implemented immediately.

## ECOLOGICAL RESPONSIBILITY

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### Responsible Use of Natural Resources

Long-term management is the hallmark of AVENTUS' sustained success. Preventive measures to preserve natural resources play an important role within the continuous process optimization. Each individual employee should use natural resources and energy responsibly in order to improve the overall environmental impact.

### Efficient Processes

Investments and consumption are evaluated and optimized in terms of their environmental impact. The consumption of resources is monitored and documented by the environmental management. A supra-regional network is continuously working on economic solutions to improve energy efficiency.



# ETHICAL BUSINESS CONDUCT

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## Internal and External Communication

AVENTUS' corporate culture is based on transparent, timely and reliable internal and external communication. Information made available to the public is truthful. In addition, decisions are made transparent by regularly informing employees about goals, plans and company processes.

## Fair Competition

AVENTUS pursues fair competition by committing itself to a market economy. To ensure free competition, all employees are required not to enter into any anti-competitive agreements with competitors, suppliers or customers. Furthermore, AVENTUS convinces by presenting its own strengths and innovations, but not by devaluing competitors.

## Conflicts of Interest

AVENTUS' business relationships are based on objective criteria such as price, performance or the existence of a fair cooperation. Employees avoid any collision of their private interests with those of the company and are committed to a loyal and transparent attitude towards their colleagues.

## Objective Business Policy

Material or moral dependencies do not play a role in dealing with business partners. Objective consideration of suppliers, service providers or customers strengthens impartiality and forms the basis for AVENTUS' business policy.

## Purchasing Policy

The purchasing policy at AVENTUS follows the principles of responsible procurement according to process and performance requirements that lead to measurable and tangible improvements in the supply chain. Building on existing business relationships, AVENTUS works with suppliers to develop an industry-leading sustainability program.

AVENTUS demands fair prices from its suppliers, based on industry standard levels. The supplier is responsible for its pricing and is committed to continuously improve the relationship between price, performance and quality.



## ETHICAL BUSINESS CONDUCT

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### **Protection against Corruption and Bribery**

AVENTUS' business transactions are based exclusively on the quality and performance of its products and services. Gifts and benefits that could influence business decisions will not be accepted or given.

Commissions and fees paid to consultants and/or sales representatives must be reasonable in relation to the services rendered. No commissions or fees which could be considered unreasonable will be agreed. Contracts with consultants and/or sales representatives and similar agreements will not be used to make payments for the benefit of employees or other representatives of customers or officials.

### **Taxes and Money Laundering**

AVENTUS fulfills its social responsibility in fulfilling its tax obligations and fighting money laundering. Clean and transparent accounting is a prerequisite for this. Every employee is obliged to ensure that AVENTUS products and services are not used for the purpose of money laundering or other criminal activities.

### **Foreign Trade and Export Control**

National and international customs laws are respected by AVENTUS. Foreign trade, anti-terrorism and embargo regulations are observed to ensure the protection of the international community and the general public.

### **Protection of Company Property and the Property of Business Partners**

AVENTUS' corporate value is based on the ideas and innovative power of its employees, which is the asset of each individual generation. The protection of material and intellectual property is a high priority at AVENTUS. This applies to internal databases as well as to the respectful handling of external property. Company property will not be used for external purposes. Exceptions should always be approved by the respective supervisor. The property of third parties (e.g. business partners) to which the employees have access must be treated with the same care. It may only be used for business purposes within the agreed and required framework.

### **Confidentiality and Data Protection**

The employees handle sensitive and confidential information that is required to fulfill their tasks. Confidential information and data are named and marked accordingly. AVENTUS encourages employees to handle this confidential information responsibly. Each individual employee is responsible for protecting this information and may not reproduce it or pass it on to persons who are not authorized to view it. When collecting, storing, processing, transmitting and disclosing information, the employees are obliged to comply with the laws on data protection and information security and the official regulations.





## PRACTICAL IMPLEMENTATION OF THE AVENTUS CODE OF CONDUCT

The AVENTUS Code of Conduct is part of the everyday work of all AVENTUS Group employees.

Executives have a role model function and their actions must be particularly measured against the principles of the AVENTUS Code of Conduct.

Any violation of the principles of the AVENTUS Code of Conduct is also a violation of labor law obligations. Such a violation can lead to a warning, in individual cases even to a termination of the employment relationship, taking into account the applicable labor law provisions. A violation of the principles of the AVENTUS Code of Conduct may have criminal relevance and will be prosecuted according to the applicable criminal law.

AVENTUS provides its employees with appropriate information to avoid potential violations of laws and regulations of the AVENTUS Code of Conduct. Should any question remain unanswered, any employee may direct these questions at any time to his or her direct supervisor or to the relevant human resources department. For more detailed questions regarding the AVENTUS Code of Conduct, all employees can also contact the central e-mail address [career@aventus.global](mailto:career@aventus.global).

If an AVENTUS employee discovers a violation of the principles of the AVENTUS Code of Conduct or suspects a violation of the principles of the AVENTUS Code of Conduct, he or she should report such a violation or suspicion as soon as possible. The contact person for this is either the employee's direct supervisor or the human resources department, at the employee's discretion. The responsible employees will deal with the matter immediately. If the violation or suspected violation of the principles of the AVENTUS Code of Conduct is confirmed, appropriate measures will be taken immediately.

AVENTUS will treat the content of an employee's report and/or identity strictly confidential. Content and identity will only be made available to those groups of people who need this information to process the reported matter.

An employee who makes use of his or her right to report is not expected to suffer any disadvantages. If an employee believes that he or she is being reprimanded or mistreated for reporting a violation or suspected violation of the principles of the AVENTUS Code of Conduct, he or she should contact the human resources department immediately.

