

Code of Conduct

Success requires taking educated and measured risks, but it also requires following rules and complying with social expectations. As we strive to continue our journey and grow sustainably and profitably in the field of recyclable, compostable and specialty plastics, our values (Link to Mission, Vision, Value statement page) will play a key role in successfully achieving our goals.

Trust is essential, and makes an important contribution to the success of our business. We recognize that the trust placed in us by our stakeholders, customers, and the general public gives rise to obligations to obey all laws, but to even go beyond that in order to meet legitimate expectations of society.

To ensure our management, employees and suppliers adhere to our expectations within our organization and in interactions with external stakeholders, we have developed a Code of Conduct. This Code of Conduct contains the minimum expectations of the Members of the Board and the CEO as well as the managers and all of our employees and subsidiaries. The Code of Conduct is communicated on an ongoing basis by line-management, and is often reinforced with specific, additional rules in day-to-day cooperation within the company. Likewise, we actively work with all our external suppliers to ensure their commitment and adherence to the principles laid down in the Code of Conduct for Suppliers.

Corporate Culture

Our employees contribute through a clearly and genuinely positive attitude to standards and values and a corporate culture. This positively shapes the working environment and builds a solid foundation for a flourishing business.

Compliance with Statutory Regulations

Our employees undertake to follow all statutory regulations, meet ethical standards, promote a team spirit and act with goodwill and in good faith towards the company, their fellow colleagues, and our external stakeholders. It is critical that they respect and follow all applicable laws, and any directives and standards which may apply and comply with these in full. Each of our employees is personally responsible for such compliance and are aware of the consequences of noncompliance. They also understand their obligation to report to the competent bodies without delay any breaches or offences committed by others of which they may become aware of.



Driven by expertise

Responsibility and Sense of Duty

We actively encourage our engage in shaping structures and processes within our business. Their contributions are invaluable, and we always ask them to take a critical approach to procedures and decisions and use the opportunities available to contribute ideas and improvements.

Zero Tolerance on Discrimination, Bullying and Harassment

We respect and protect the dignity and integrity of all our employees, as well as their health. Our employees have a right to the protection of their personal integrity in the workplace. Each and every employee has a duty to respect and protect the personal rights of all other employees. Harassment in any form, in particular bullying and actions or behavior with sexual and/or moral overtones, is strictly prohibited and is not tolerated.

If any of our employees feel they are the victims of bullying or of sexual or any other form of harassment, we first ask that they make it clear to the person(s) responsible for such harassment that they will not accept such behavior. They should also contact the personnel department and request that such matters be investigated. The personnel department shall take up all complaints brought immediately and in strict confidentiality. No one seeking such help shall suffer any prejudice as a result.

Anyone responsible for harassment or bullying will be disciplined. Depending on the seriousness of such behavior, sanctions can range from a written warning to dismissal without notice. Further civil and criminal proceedings may also be launched.

Anyone who knowingly falsely accuses an innocent person shall also be subjected to the above sanctions.

Sukano as an Attractive Employer

Our success as a company is dependent on our number one resource: our employees. We have a number of initiatives in place to help attract and develop talented people, strengthen our culture, and support our ability to execute our strategy. We undertake to comply in full with all applicable statutory regulations and laws at all times. We are also committed to socially responsible marketing and fair pay in line with market and industry standards, and we support our employees in their professional development. We also commit to ensure safe and healthy working conditions and embrace diversity in the workplace.



Driven by expertise

Respecting Labor and human rights and embracing diversity

Working for Sukano is a matter of choice. We condemn any form of forced labor, child labor, illicit employment and human trafficking. Sukano is opposed to all forms of physical disciplining. We recognize the principles concerning the fundamental rights of work by the International Labor Organization (ILO) such as (a) freedom of association and the effective recognition of the right to collective bargaining; (b) the elimination of all forms of forced or compulsory labor; (c) the effective abolition of child labor; and (d) the elimination of discrimination in respect of employment and occupation.

Business Practices

We operate in an ever-changing and increasingly complex business environment. As a global company, we therefore also have a duty to ensure that the ethical principles by which we operate are also observed in our relations with business partners. This creates a strong foundation for sustainable and long-term cooperation.

We are committed to a fair competitive market which opposes price-fixing, restrictive agreements, and any other anti-competitive activities. Our employees must not become involved in any illegal business transactions.

Our employees shall act with integrity at all times and therefore resist both active and passive attempts at bribery and oppose corruption, fraud, conflict of interest, insider trading, money laundry and any similar practices. Financial gifts are neither accepted nor made. This also applies to gifts which are not financial which go beyond that which is appropriate.

Sanctions for Breach of this Code of Conduct

Breaches of the regulations contained in this Code of Conduct may, depending on their seriousness, be sanctioned with measures ranging from a written warning to termination of employment without notice. Sukano hereby explicitly reserves the right to bring further civil or criminal proceedings.

Sukano, August 2022