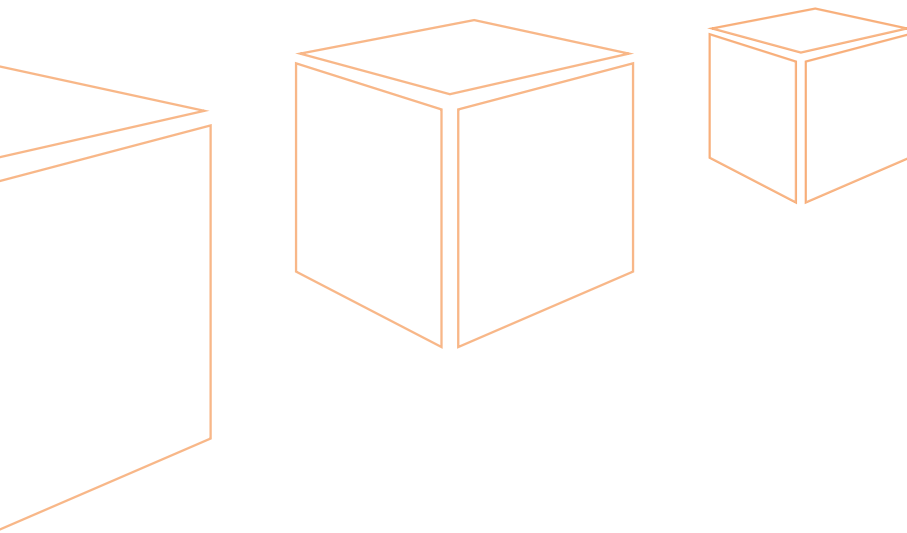




CODE OF CONDUCT



GIGANT
Verpackungstechnik

Our Credo



We at GIGANT are a reliable partner for our customers and suppliers. For us, quality does not only mean fulfilling criteria such as durability and functionality, it is much more about supporting our customers in finding a demand-oriented and effective solution for their requirements. For us, it is a matter of course to meet the high demands of our customers. We attach great importance to values such as trust, fairness and transparency, because satisfied customers are our best reference. We promote responsible behaviour.

We monitor actively the applicable legal regulations and the respective, industry-specific standards. In our business relationships, we expect our business partners to act in accordance with the rules in the areas of human rights, employee protection, the environment and the business environment - in line with our core values.

This CoC is intended for employees, managers, customers, suppliers, business partners and consultants. Disregard of this CoC will not be accepted as an excuse for violations.

1. Respect of human and labour rights

Anti-Discrimination

Gigant does not accept any violation of human rights and rejects all forms of discrimination, harassment, disadvantage, degradation. Employees or business partners will not be discriminated on the basis of ethnic origin, gender, religion, belief, political opinion, appearance, disability, age, sexual orientation, identity or any other ethnically, socially or legally protected characteristic. Gigant views diversity as a strength and supports an attractive working environment to achieve the highest possible efficiency, creativity and productivity.

Ban on child labour

No employees under the age of 15 are employed. No person under 18 years of age shall be employed in hazardous or arduous work, except in the case of training (apprenticeship) under approved national laws and regulations.

Forced labour

We reject all forms of forced and compulsory labour and all forms of modern slavery, in particular

- Any physical or psychological abuse and sexual violence
- Withholding of wages/including the payment of labour fees and/or the payment of salaries
- A deposit to begin employment
- Employment contracts are voluntary and based on mutual consent, without the threat of penalty.
- Withholding of passports and/or identity cards



2. Looking after our people

Gigant prohibits bullying, harassment, and discrimination in any form.

Freedom of association

The right to collective negotiation is respected. Existing collective agreements shall be implemented. All employees or their representatives may form or join internal organizations of their own choice.

Remuneration and working hours

Gigant ensures that remuneration and also working hours, overtime including breaks, rest periods, public holidays, maternity and paternity leave comply with the applicable national laws or industry standards. Gigant complies with all existing labour laws, regulations and guidelines.

Health and safety

Gigant ensures occupational safety and health protection in the workplace within the framework of national regulations. We ensure a safe and healthy working environment in order to preserve the health of employees, protect third parties and prevent accidents, injuries and work-related illnesses. In addition, employees are regularly informed and trained about applicable health and safety standards and measures. Gigant has been intensively involved in ergonomic workplace design for many years now and provides consultancy services to customers. This is an area - defined in the corporate strategy - that is to be given even greater focus in the future. All possibilities of ergonomic optimization are checked for in house applicability as well.



3. Behaviour in a business environment



Prohibition of corruption and bribery

Gigant does not tolerate any form of corruption and firmly rejects any kind of bribery. All business partners are treated in a transparent way and in compliance with international anti-corruption standards and applicable national laws.

Invitations and gifts

All Gigant employees are prohibited from offering, promising or granting benefits to business partners, their employees or representatives, public officials, politicians or members of the aforementioned groups of persons in return for preferential treatment in the purchase of goods, services or official acts, regardless of whether there is an entitlement to the benefit in the individual case or not.

It is stipulated that any acceptance of gifts or invitations in exchange for actions or promises of actions on behalf of a customer or supplier is prohibited.

- It is strictly forbidden to ask suppliers or customers for gifts or invitations. It is explicitly forbidden to accept gifts in form of cash.
- Employees are not allowed to demand, be promised or accept benefits of any kind whatsoever from third parties in connection with their professional activities or business contacts.
- Gigant employees do not accept invitations, gifts or other benefits from business partners, suppliers, customers or consultants. The only exceptions are those which are within the scope of what is socially customary or appropriate and the acceptance of which doesn't influence actions in any way.

Employees are obliged to inform the management immediately if a contractual or negotiating partner offers personal benefits of any kind, either openly or covertly, with reference to their work.

Money laundering

Integrity to prevent money laundering is of great importance. Gigant expects all its business partners to strictly comply with the applicable regulations for the prevention of money laundering. Fraudulent acts of any kind will not be tolerated. Employees are obliged to report any unusual or suspicious activity to the management immediately.

Conflict of Interest

Gigant relies on all business partners to make decisions solely on the basis of objective criteria and not to be influenced by personal interests and relationships when making business decisions. Corporate decisions are made exclusively according to the principles of objectivity, professional knowledge and experience.

Additional activities

- It is prohibited for Gigant employees to operate an independent business or to engage in other secondary activities, in particular those in the employer's business sector, without the written consent of the employer.
- Employees are also prohibited from working directly or indirectly for a company that competes with the employer's companies; in particular, employees are also prohibited

from advising such a company or promoting it in any other way, whether free of charge or in return for payment, whether occasionally or temporarily.

- Within the scope of this non-competition clause, employees are also prohibited from directly or indirectly participating in companies that are in a competitive relationship with Gigant. It is noted that only the acquisition of listed shares as a capital investment are excluded from these provisions.

Members of the family

It is a fundamental principle that private and professional interests must be strictly separated and personal relationships must not interfere with business operations. Hiring close relatives can lead to a conflict of interest. Although prohibiting relationships in the workplace violates human dignity and it would be invalid. However, the regulation of family relationships in the workplace is at the discretion of the company. In the event of a possible conflict of interest, employees are obliged to consult the management.

Inventions

The correct handling of Gigant's and its business partner's intellectual property is critical to maintaining the company's reputation. The property of Gigant and its business partner includes tangible and intangible assets such as business-related information, trade secrets, know-how and industrial property rights. This also includes inventions and patents, which are particularly important for Gigant's long-term success. The employees handle this property with the outmost care and responsibility and behave in a way that employers and business partners can honestly expect.

Property of Gigant

The use of products or services for private purposes at Gigant is only permitted in accordance with the applicable instructions and with the specific approval of the management.

Political activities

Political activities are prohibited on the premises of, with resources of, or on behalf of Gigant.

At Gigant, it is prohibited to support political parties, candidates or office holders. Donations and sponsorships may only be given within the framework of the applicable laws, ordinances and regulations.

Fair competition

Gigant is committed to open markets and fair competition. It is important to us that we always comply with national and international laws, rules and regulations. We also expect this from our



business partners and all other market participants. All business activities are conducted fairly, ethically, respectfully and transparently. Business relationships with suppliers Our suppliers agree to comply with all applicable national laws and regulations, as well as norms, and standards that may affect the business relationship. Suppliers are expected to maintain accurate records and not alter entries to conceal or misrepresent the related transaction.

The due diligence obligation towards people and nature is applicable in the supply chain. When selecting suppliers, Gigant takes care to ensure compliance with human rights, fair working conditions and environmental standards along the supply chains. The performance of our suppliers is regularly evaluated and serves to constantly improve the value-added level of procurement activities.

Taxes and expenses

Gigant ensures that taxes and fees are calculated in the legally prescribed amount, declared on time and paid. Through our impeccable conduct, we contribute to the social and economic performance of the country.



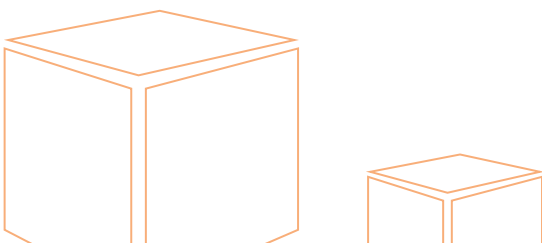
4. Environmental protection

As a family-owned company, Gigant is committed to reduce its ecological footprint and to engage in social matters. In the area of environmental protection and eco-friendly practices through various initiatives, Gigant has already implemented measures and identified and utilized specific potential for improvement by participating in programs in the areas of recycling and reducing the use of materials. It is important to us to take the ecological responsibility of a packaging company very seriously. Our experts are constantly working to find optimized packaging solutions. In addition, GIGANT is keen to bring purely FSC-certified products onto the market and is therefore in line with the before mentioned values. By FSC® certified products, we expect the FSC® statement to be clear and recognizable. Gigant actively contributes to the implementation of the Sustainable Development Goals (SDG) of the United Nations.



It is stated that the business partners of Gigant:

- have to comply with the applicable national directives and the directives defined by the EU for environmental standards
- try to keep the CO₂ - and water footprints as minimal as possible
- use non-renewable resources efficiently



5. Quality management



Quality management at Gigant includes various measures that are necessary to systematically plan, control and optimize certain processes. The aim of QM is to improve the quality of products and/or services in order to increase customer satisfaction. Gigant strives to constantly optimize the defined processes and to consider the chan-

ging customer requirements. For this reason, continuous improvement is essential for Gigant.

Quality

Quality is an objectively defined measure of value that expresses the fitness for purpose of a pro-

duct (product quality), a service (service quality) or a process (process quality). For Gigant, quality is of utmost importance. As a performance-oriented company, it strives for the best quality in every step of the process in order to achieve the optimal results at every level of excellence.

6. Data protection and IT security

Data protection

For Gigant, data protection and data security are of fundamental importance. Data protection of personal data and information is one of the most important responsibilities in the company. The employees are obliged to maintain confidentiality with regard to the data of which they become aware due to their professional activity for Gigant and are regularly trained to work confidentially and sensitized with regard to data protection. Data protection-relevant information is always treated confidentially, made inaccessible to unauthorized third parties and its processing is protected by technical measures, internal guidelines and directives.

IT-security

IT security is an important factor at Gigant and it is impossible to imagine the everyday work and business processes without it. By the company the electronically stored data is protected from unauthorized third parties and all IT systems are continuously checked for security. Gigant expects from its business partners to comply with current laws and to orientate themselves to and adhere to security standards. All employees of the company are regularly trained and sensitized to potential dangers and how to deal with them.



7. Scope of application



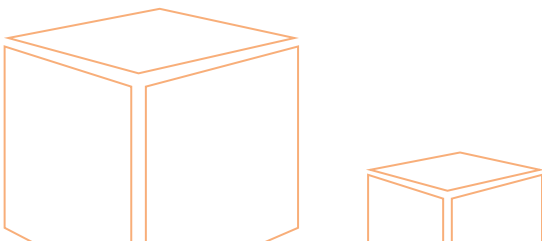
Compliance with these rules on the one hand guides interpersonal interaction in the workplace, but on the other hand also transmits the values and ethical principles to employees and business partners. This Code of Conduct applies to all of Gigant's business activities. We are committed to ensure compliance with this Code of Conduct to the best of our ability. Compliance with this CoC is ensured on a conti-

nuous basis by handing out a copy to each employee and providing training upon entry into the company.

Violations of this CoC may lead to economic disadvantages for Gigant and will be sanctioned (warning, termination, dismissal, civil and criminal prosecution) if Gigant becomes aware of them.

This does apply to those who knew about the violations but did not report them. Every employee can report a dubiousity or violation of this CoC to the respective manager or the management without fearing any disadvantages.

If you have any questions regarding this CoC, please contact the management directly.



GIGANT VERPACKUNGSTECHNIK

Transport, shipping and protective packaging are our specialty, satisfied customers our most important concern!

Cardboard boxes, paper, pallets and padding, but also packaging machines, stretch films, adhesive tapes and functional packaging novelties: With us you will find everything you need for your packaging applications. In addition, we offer intelligent solutions in the areas of cartoning, strapping, wrapping, shrinking, banding, gluing and palletizing.

Our company pays special attention to the topics of ergonomics at the packing station and ergonomic packaging processes. Here it is health-promoting working and environmental conditions that are close to our hearts. We always strive to reduce physical stress.



Individual solutions

As a comprehensive solution provider, we take care of your specific task.



Comprehensive advice

Our GIGANT professionals will advise you competently on site.



Extensive assortment

In our warehouse we have more than 1,000 different packages ready for you.



Fast repair service

Our excellent repair service gets your packaging machines up and running again.



Spare parts warehouse

We manage over 100,000 spare parts for you.



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