



Self-declaration of principles of conduct

01.01.2023

Papierfabrik Palm GmbH & Co. KG adheres to the values and provisions of the Ten Principles of the UN Global Compact. We support the Universal Declaration of Human Rights of the United Nations Organisation (UNO) and the Declaration on Fundamental Principles and Rights at Work of the International Labour Organisation (ILO).

The Ten Principles of the UN Global Compact

Human rights

1. Businesses should support and respect the protection of internationally proclaimed human rights.
2. Businesses should make sure that they are not complicit in human rights abuses.

Labour

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
4. Businesses should uphold the elimination of all forms of forced and compulsory labour.
5. Businesses should uphold the effective abolition of child labour.
6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.

Environment

7. Businesses should support a precautionary approach to environmental challenges.
8. Businesses should undertake initiatives to promote greater environmental responsibility.
9. Businesses should encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

10. Businesses should work against corruption in all its forms, including extortion and bribery.

Five basic principles determine the self-perception and actions of the ILO

- Freedom of association and the right to collective bargaining
- Elimination of forced labour
- Elimination of child labour
- Elimination of discrimination in respect of employment and occupation
- Health and Safety at the Workplace.



Our promise

Our business supports a precautionary approach to environmental challenges. We undertake initiatives to promote greater environmental responsibility. In this we aim to further develop and use environmentally friendly technologies at all our sites.

We have embedded the issue of compliance within our business structure. Our business works against corruption in all its forms, including extortion and bribery.

Palm supports the elimination of discrimination in respect of employment and occupation and ensures that all employees are guaranteed equal employment opportunities and equal treatment.

Our business is committed to ensuring that our working conditions do not endanger health or safety at work.

As a consciously traditional medium-sized family business, we not only feel jointly responsible to a significant degree for the success and satisfaction of our customers, but also for the satisfaction and professional development of our employees. Our acute sense of responsibility is the basis of our success. Therefore, we want to

- be a reliable and competent partner to our customers;
- offer our employees exemplary levels of health & safety;
- apply the latest thinking in terms of resource-sustainability in our production;
- embed the concept of quality within our business culture;
- guarantee the independence of our family business for the long term.



Papierfabrik Palm GmbH & Co. KG does not, nor will in the future, participate in the following unacceptable activities:

- a) illegal logging or the trade in illegal wood or forest products;
- b) violation of traditional and human rights in forestry operations;
- c) destruction of high conservation values in forestry operations;
- d) significant conversion of forests into plantations with non-forestry use;
- e) use of genetically modified organisms in forestry;
- f) Infringement of ILO core labour standards (International Labour Organisation), as described in the ILO Declaration on Fundamental Principles and Rights at Work of 1998.

Our management system

Via our integrated management system, we are able to monitor and enhance the aforementioned principles in our business.

This is supported by the certifications of our five paper factories according to:-

- DIN EN ISO 9001 / 14001 / 45001 / 50001
- FSSC 22000
- FSC® (FSC® C041166)
- PEFC (PEFC/04-31-2442)
- EU Ecolabel
- Blue Angel

along with related requirements and regular audits.

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