

# Policy Statement

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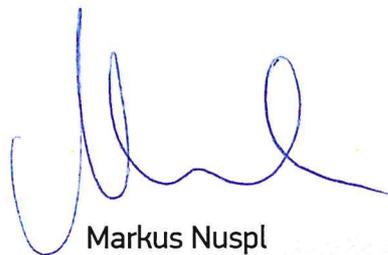
# Corporate Social Responsibility (CSR)

## RICO Elastomere Projecting GmbH



Revision: 02

Date of implementation: 01.01.2020



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### + INTRODUCTION

Corporate Social Responsibility is part of the company culture at RICO Elastomere Projecting GmbH. For a number of years, we have observed the social and ecological responsibility. The described principles support this sense of responsibility.

### + SCOPE OF APPLICATION

Responsible actions are the focus of the company culture. The following principles have to be observed by all employees without exception.

### + GUIDELINES

1. **Laws and regulations**  
We are committed to obey all existing legislations and regulations of the countries in which we are active. That includes the prohibition of child labor and forced labor, fair salaries and obeying existing labor laws.
2. **Corruption and bribery**  
Any form of corruption or bribery, either active or passive, has to be strictly avoided.
3. **Harassment**  
Personal dignity, privacy and personality rights of each individual have to be respected. Employees must not be subject to corporeal punishment, nor physical, psychological, sexual or verbal harassment or abuse.
4. **Ban on discrimination**  
In any business decision all employees will be treated strictly according to their abilities and qualifications, regardless of color, race, nationality or social origin, possible handicap, sexual orientation, political or religious beliefs, as well as sex or age, especially with regards to hiring, promotion salary, benefits, training measures, redundancies and termination of employment.
5. **Health and safety**  
We are committed to ensure a safe and healthy environment to prevent accidents and injuries.
6. **Sustainability**  
With the introduction and continuous development of the environment management system according to ISO 14001 we ensure that the regulations and standards for the environmental protection exceed the existing legal requirements.  
By introducing the fully automated injection molding tools and the subsequent mass production of parts without waste we pay tribute to the environmental idea and manufacture according to economic and ecological principles.