



Cabka N.V. Human Rights and Working Conditions Policy

I. Foreword

The Cabka N.V. is an international group with subsidiaries in Germany, Belgium, Spain and North America (hereinafter together “CABKA”). Though innovative solutions and continuous development, CABKA has made a unique name for itself with the high-quality and sustainable processing of plastic. This information on Human Rights applies to CABKA (including its divisions, operations, subsidiaries, or greater than 50 percent owned joint ventures), CABKA’s directors, statutory auditors, managers and employees.

Business can only flourish in societies where human rights are protected. We as CABKA recognize that business has the legal responsibility to respect human rights and in the meantime, the ability to affect people’s enjoyment of their human rights positively. Human rights make good business sense. CABKA has developed this Human Rights Policy and Working Conditions Policy (hereinafter “Policy”) above all because that is the ‘right’ thing to do.

The Policy sets out the principles for our actions and behaviors in relation to human rights. We are working to guard against being complicit in human rights violations and to uphold the human rights of our people and any other individuals that we are in contact with, either directly or indirectly.

II. Our Aim: Promote and Respect for Human Rights

CABKA endorses the international human rights principles set out aimed at promoting and protecting human rights, including the United Nations Declaration of Human Rights and the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work. CABKA adheres to the UN Guiding Principles for Business and Human Rights and the OECD Guidelines for Multinational Enterprises. Therefore, CABKA will avoid infringing on the human rights of others and will address any adverse human rights impacts in which it might be involved.

III. Our Human Rights Commitments

Our statements below draw upon the ILO Declaration on Fundamental Principles and Rights at Work and UK’s Modern Slavery Act:



1. Exclusion of forced and child labor

We will not use child labor and will comply with all relevant laws in this regard. Child labor must not be used in any phase of production. We do, however, support legitimate workplace apprenticeships, internships and other similar programs that comply with the applicable laws and regulations. Where a young worker is employed, the best interest of the young worker shall be primary consideration.

2. Modern Slavery and human trafficking

We will not use forced, bonded or involuntary prison labor. All work must be voluntary, and employees must be able to terminate their work or employment at any time. In addition, workers must not be subject to unacceptable treatment such as psychological hardship, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers. Workers are not required to lodge 'deposits' or identity papers with the firm and can leave after giving reasonable notice, with all wages owed to be paid. We have a zero-tolerance approach towards human trafficking.

3. Equal treatment

We reject any form of discrimination. No one must be discriminated against based on their race, color, ethnicity, gender, religion, disability, sexual identity, age, worldview, or political opinion. CABKA is deeply committed to diversity. Harassment of any kind has no place in our business.

4. Health and Safety at work

We are committed to providing our workers a safe and healthy working environment that meets or exceeds applicable local laws and industry standards for safety and occupational health.

5. Freedom of Association and Collective Bargaining

Companies should allow workers to communicate openly with management regarding working conditions and management practices without fear of reprisal, intimidation, or harassment. Companies should respect employee rights to associate freely, to join or not join labor unions, bargain collectively, seek representation, and join workers' councils in accordance with local law.

6. Wages and Benefits

Living wages are a key part of the decent work framework. We are committed to ensuring that compensation and benefits reach adequate remuneration levels in line with market average practices for similar roles.

7. Working hours

CABKA complies with all applicable local laws regulating working and resting hours and maximum consecutive days of work. We make sure that hours worked beyond the normal work week are voluntary, unless a collective bargaining agreement allows for required time under certain conditions and /or, if lawful in exceptional circumstances.

IV. Grievance and Remediation

We place importance on the provision of effective remedy wherever employees' rights have been found to have been negatively impacted.

All CABKA employees are responsible for complying with the Policy. The Health & Safety Policy was approved by CABKA's Management on November 23, 2022.

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