

Code of Conduct



EversFrank

Evers & Evers GmbH & Co. KG

Evers-Druck GmbH

Evers & Evers Beteiligungs-GmbH

Frank Druck Ltd. & Co.

MAIL Weiterverarbeitungs GmbH

1. Foreword by the management

The success of our company is based on trust, quality and integrity. Legally compliant and ethically sound conduct is therefore a matter of course for us.

This Code of Conduct sets out binding standards for our daily actions. It applies equally to all employees and the management. Every individual is responsible for complying with the principles described herein.

EversFrank bases its code of conduct and business activities on the ten principles of **the United Nations Global Compact**. These principles include respect for international human rights, compliance with recognised labour standards, protection of the environment and consistent rejection of corruption and bribery.

2. Scope and purpose

This Code applies to all EversFrank employees, regardless of their role, location or hierarchical level.

It serves as a binding framework for legally and ethically correct behaviour. Not every situation can be explicitly regulated. In cases of doubt, therefore, the following applies:

- Act in accordance with the law.
- Do not make decisions that serve your personal advantage.
- Avoid anything that could damage the reputation of EversFrank.

If you are unsure, contact your manager or the compliance officer.

3. Compliance with laws and internal rules

We comply with all applicable laws, regulations and internal guidelines in the countries in which EversFrank operates. Violations of the law will not be tolerated.

Managers have a special responsibility as role models and points of contact for compliant behaviour.

4. Conduct towards business partners and third parties – prohibition of corruption

Any form of corruption is prohibited. No one may offer, promise, grant or accept advantages in order to influence business decisions .

The following are strictly prohibited:

- Monetary gifts or monetary benefits



- Advantages for public officials
- Benefits in return for preferential treatment

Even the appearance of undue influence must be avoided.

5. Gifts, invitations and conflicts of interest

Gifts and invitations must not influence business decisions.

Only appropriate, low-value gifts are permissible, provided that no consideration is expected and no conflict of interest arises.

The following are particularly impermissible:

- Gifts of money
- Gifts sent to private addresses
- Inappropriately expensive invitations

Personal or financial interests that could influence business decisions must be disclosed.

6. Fair competition

We are committed to fair competition. In particular, price fixing with competitors, market or customer sharing, and the exchange of sensitive competitive information are prohibited.

7. Working environment and company resources

EversFrank ensures safe working conditions. All employees are obliged to comply with safety regulations.

Company property and resources may only be used for business purposes unless explicit permission has been granted.

8. Proper accounting

All business transactions must be documented completely, correctly and comprehensibly. Manipulation or false information in financial documents is strictly prohibited.

9. Data protection and confidentiality

Personal data is processed exclusively in accordance with legal requirements.

Trade secrets and confidential information may not be disclosed without authorisation or used for private purposes, even after termination of employment.



10. Social responsibility

EversFrank treats the environment and resources responsibly. Discrimination, child labour and forced labour are not tolerated – neither within the company nor in the supply chain.

11. Reporting violations

All employees are obliged to report possible violations of laws or this code. Whistleblowers are protected from discrimination.

12. Consequences of violations

Violations of this Code of Conduct may result in consequences under labour law, civil law or criminal law.

Contact Compliance Officer

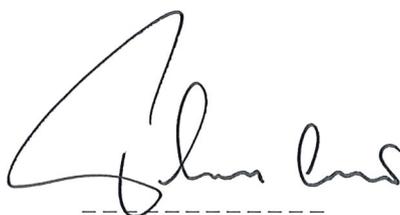
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