



**Reflex GmbH & Co. KG**

# **Guideline on Labor and Human Rights**

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## Guideline on Labor and Human Rights

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## Guideline on Labor and Human Rights

### 1 Introduction

Reflex GmbH & Co. KG is committed to upholding the highest standards of labor and human rights. This policy is in accordance with the applicable legal regulations and serves to clarify our obligations to our employees, business partners and society.

This Labor and Human Rights Policy is an integral part of our commitment to ethical and responsible business practices. We expect all employees, business partners and suppliers to respect and comply with these principles.

### 2 Principles

- We comply with all applicable laws and regulations regarding labor and human rights.
- We promote a culture of equality and non-discrimination. Any form of discrimination based on gender, age, ethnic origin, religion, sexual orientation, disability or other characteristics is strictly prohibited in our company.
- We reject all forms of forced and child labor. We require our business partners and suppliers not to use such practices.
- We are committed to fair working conditions, including reasonable working hours, fair pay and safe working environments. We respect employees' rights to rest and vacation. We respect the right of our employees to organize, join unions and bargain collectively without fear of reprisal.
- We are committed to ensuring a safe and healthy working environment. We implement appropriate measures and training to prevent occupational accidents and illnesses.
- We respect the privacy of our employees and protect personal data in accordance with the applicable data protection regulations.

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### 3 Implementation measures

- We provide regular training and awareness-raising activities for our employees and business partners to ensure that they understand and comply with the principles of this policy.
- We conduct regular reviews and assessments of our practices and those of our business partners to ensure compliance with this policy. This includes audits, inspections and feedback mechanisms.
- We have established a transparent and accessible complaints procedure through which employees and business partners can report violations of this policy. Every complaint is carefully investigated and dealt with appropriately.
- We are committed to continuously improving our labor and human rights practices. We regularly monitor and evaluate our progress and adapt our measures where necessary.

### 4 Goals

We want to reduce the number of accidents at work. The goal is accident-free operation. A safer working environment leads to fewer accidents and less downtime.

We want to ensure that our suppliers comply with labor and human rights. By 2030, 90% of our suppliers should commit to our Code of Conduct for Suppliers.

For further information or questions about this policy, please contact:

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Approved by:  
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