CODE OF CONDUCT

OF SUTCO® RECYCLINGTECHNIK GMBH



FOR THE PROTECTION OF OUR CUSTOMERS.
FOR THE SECURITY OF THE COMPANY.

INTRODUCTION

As a globally active, technology-driven company, we bear a special responsibility — towards the environment, our employees, business partners, and society as a whole. Our actions are guided by shared values and clear principles that shape our daily interactions and business practices.

This Code of Conduct provides a binding framework for acting with integrity, sustainability, and fairness at Sutco. It outlines what we understand as responsible conduct and serves as a point of reference and guideline for all employees — regardless of role, location, or hierarchy.

With this Code of Conduct, we make it clear: we stand for transparency, trust, and reliability — both within our company and externally.

Sutco is committed to an ecological transformation towards a more circular economy. With highly efficient sorting and treatment plants, we enable a functioning circular economy. From optimal plant configuration and production of key components to the delivery of turnkey systems, our customers receive everything from a single source.





1. SUSTAINABILITY

A. ECONOMIC ASPECTS

Together with our partners along the recycling and waste management chain, we create added value, promote efficiency, and ensure long-term economic stability. We focus on quality, innovation, and fair trade practices. Continuous product development and new innovations drive our growth. Through close cooperation with our customers, we strive to build lasting relationships and ensure high customer satisfaction.

B. ENVIRONMENTAL ASPECTS

Environmental and resource protection are firmly anchored in our corporate philosophy. By using modern technologies, sustainable materials, and environmentally friendly processes, we reduce emissions, waste, and energy consumption. During product development, we ensure that environmental impacts during the customer's operational phase are minimized without compromising functionality.

We maintain a certified environmental management system according to DIN EN ISO 14001.

C. SOCIAL ASPECTS

We promote fair working conditions, respect human rights, and are committed to education, safety, and respectful cooperation. We strictly reject child labor and exploitation — worldwide. The strong commitment of our employees is a key factor in Sutco's success.



2. ANTI-CORRUPTION AND ANTI-MONEY LAUNDERING

Any form of corruption is incompatible with our principles. Offering or accepting inappropriate benefits such as money, gifts, or other advantages is prohibited. Suspicious or unusual financial transactions, especially involving cash, must be reported internally. Gifts and invitations from suppliers or other partners must be appropriate and within legal limits. We stand for transparency and legal compliance in all business relationships. We have implemented internal conduct policies to ensure these principles are upheld by all employees.

3. DATA PROTECTION AND CONFIDENTIALITY

A. DATA PROTECTION

We handle personal data with the utmost care. Data is collected and processed solely on a legal basis and/or with the explicit consent of the data subject.

B. CONFIDENTIAL INFORMATION

Internal data, documents, and business information are treated with the highest level of confidentiality and protected from unauthorized access.



4. OCCUPATIONAL HEALTH AND SAFETY

The safety and health of our employees are of the highest priority. We rely on preventive measures, regular training, and suitable protective equipment. Workplaces at Sutco are safe, hygienic, and adapted to individual needs. We regularly assess potential hazards and ensure that occupational safety is also adequately considered at our construction sites. Suppliers and other companies operating on-site are required to comply with our safety standards.

We maintain a certified management system according to DIN EN ISO 45001.

5. HUMAN RIGHTS, EQUAL OPPORTUNITY, AND DIVERSITY

We foster a respectful working environment where no one is discriminated against — regardless of origin, gender, religion, age, or other personal characteristics. Harassment, threats, or abuse of any kind will not be tolerated.

We categorically reject child labor and ensure that our suppliers and partners also do not tolerate it. Work must always be performed voluntarily and based on written agreements that comply with applicable legal requirements. This also includes fair remuneration.

6. QUALITY

Quality is the foundation of our success. We use certified raw materials, continuously develop our technologies, and adhere to recognized international standards. Our products stand for safety, efficiency, and durability. Through continuous improvement processes, we ensure that we identify and leverage potential for optimization.

We maintain a certified quality management system according to DIN EN ISO 9001.

7. SUPPLIER RELATIONS AND VALUE CHAIN

In selecting our suppliers, we ensure adherence to this Code of Conduct. We regularly conduct supplier audits. Our procurement strategy emphasizes a sufficiently diversified supply chain to avoid dependency on single core suppliers. At the same time, we strive for long-term, trusting relationships with our suppliers.

8. COMPETITION LAW

We act in accordance with competition law and ensure that we do not engage in any market-abusive practices.



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ANY QUESTIONS ABOUT COMPLIANCE?

Corporate governance and compliance are important to us. If you have any questions or suggestions, please send a brief message to >>
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