

Human Rights Policy

1. Policy Statement

Respect for human rights is a fundamental value of Packmatic GmbH. We strive to respect and promote human rights across our own activities and business relationships.

2. Purpose

The purpose of this Policy is two-fold: to communicate - internally and externally - Packmatic GmbH's commitment to respect human rights, and to provide guidance to our employees on appropriate behavior when it comes to labor and human rights issues.

The Policy requires all stakeholders to work collectively to encourage and create an environment that respects and promotes human rights. If violations or bias are reported or suspected, all stakeholders are required to identify and address any concerns in a manner that respects the dignity of all participants.

This Policy is guided by international human rights principles encompassed by:

- The United Nations Guiding Principles on Business and Human Rights
- The United Nations Universal Declaration of Human Rights
- The International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work

3. Scope

This Policy applies globally to all Board members, employees, applicants, volunteers, suppliers and contractors of all entities of Packmatic GmbH.

4. Requirements

While Packmatic GmbH commits to respecting all internationally recognized human rights, the topics below are those we consider most significant to our operations.

4.1 Labor-related human rights issues

Non-discrimination

Packmatic GmbH aims to create equal access to opportunity regardless of social identity, and employment-related decisions, from hiring to termination and

retirement, must be based solely on lawful, non-discriminatory criteria such as performance and potential, qualifications, and experience.

Packmatic GmbH aspires to promote a positive and inclusive work environment that respects every individual. We do not tolerate any form of discrimination based on distinguishing characteristics such as race, color, gender, religion, political or other opinion, national or social origin, sexual orientation, age or disability.

Forced labor and human trafficking

Packmatic GmbH does not tolerate any form of forced labor, including bonded labor, indentured labor and slave labor, or human trafficking. Workers must be allowed to move around freely and leave their place of work when their working hours end.

Child labor

Packmatic GmbH does not tolerate the hiring of child labor under any circumstances. The minimum age for full-time employment must be 15 or the legal minimum age for employment under applicable local law, whichever is higher. Where the applicable local minimum working age is 14, in accordance with exceptions for developing countries, this lower age will apply. All legal restrictions regarding the employment of persons below the age of 18 must be observed. Younger workers may be employed through Company-approved, short-term internships, apprenticeships, or work experience programs, but they are never permitted to do work that may threaten their health & safety or hinder their education.

Freedom of association and collective bargaining

Packmatic GmbH respects employees' rights to form or join a labor union or other organization of their choice, and to bargain collectively in support of their mutual interests, without fear of punitive actions such as intimidation, harassment, or termination of employment.

No harsh or degrading treatment/harassment

Packmatic GmbH is committed to treating every employee with dignity and respect, and to promoting equal opportunities. We do not tolerate any acts of physical, verbal, sexual or psychological harassment, bullying, abuse or threats in the workplace, nor in any work-related circumstance outside the workplace, by either fellow employees or managers.

Working conditions (including working hours, benefits and wages)

Packmatic GmbH will adhere to the applicable local laws or industry standards relating to working hours, benefits and wages.

Where there is no local statutory minimum wage, Packmatic GmbH strives to pay employees sufficiently to meet a decent standard of living and to satisfy their basic needs and those of the members of their family who are directly dependent on them.

We promote a healthy work/life balance. Employees must be entitled to at least 2 days off in seven and must be given reasonable breaks at work and sufficient rest periods between shifts.

Packmatic GmbH ensures that all employees have the right to sick leave and annual holiday, as well as parental leave, as provided by national legislation, for those employees who have to care for a newborn or newly adopted child. Employees who take such leave must not, as a result of taking such leave, face dismissal or threat of dismissal.

In the event of major layoffs or redundancies, Packmatic GmbH must, as a minimum, satisfy applicable local laws and industry standards.

Employees shall be provided with written and understandable information about their employment conditions, and about the particulars of their salaries.

Safe and healthy workplace

The health & safety of our employees always comes first. At Packmatic GmbH, we are committed to providing a safe and healthy work environment and to minimizing the risk of work-related injuries, occupational illnesses, and safety or environmental incidents. We aim to empower our people to identify unsafe behaviors and take proactive action to help their colleagues adopt safe ways of working.

The objective is to reach an incident-free workplace.

Accessibility for people with disabilities

Packmatic GmbH strives to enable persons with disabilities to live independently and participate fully in all aspects of our Company's life. Packmatic GmbH commits to take appropriate measures to ensure that persons with disabilities have access, on an equal basis with others, to the physical environment, to transportation, to information and communications, including information and communications technologies and systems, and to other facilities and services open or provided to our Company's employees.

Maternity protection

Protecting maternity is a core issue for Packmatic GmbH. According to the ILO's Maternity Protection Convention (No.183), 2000, our Company commits to implementing the following measures:

- Maternity leave: 14 weeks of paid maternity leave, including six weeks of compulsory post-natal leave
- Employment protection and non-discrimination: during pregnancy, whilst on maternity leave or whilst nursing, all female employees have the right to return to the same or equivalent job after maternity leave. Maternity must not be a source of discrimination in employment, including access to employment
- Health protection: pregnant or nursing women shall not perform work prejudicial to their health or that of their child
- Conducive work environment to breastfeed: female employees are entitled to reasonable daily breaks or a daily reduction of work hours to breastfeed (minimum of one daily break, with pay)

4.2 Non-labor related human rights issues

Ethical business conduct

At Packmatic GmbH, we are committed to upholding the highest standards of ethical business practices. We require all business to be conducted with honesty and integrity in full compliance with all applicable laws and regulations.

Land Rights

We recognize the significant implications regarding respect for human rights that land use across our value chain may have, which we address through specific policy and action. While we do not typically purchase materials directly from farms, we are compelled, based on our values as a major buyer of several agricultural commodities, to take action and to use our influence to help protect the land rights of local farmers and communities.

Sexual exploitation of children

Packmatic GmbH condemns all forms of exploitation of children. We support laws duly enacted to prevent and punish the crime of sexual exploitation of children. We will work to raise awareness concerning such exploitation and will cooperate with law enforcement authorities to address any such instances of exploitation of which the Company becomes aware.

5. Roles and Responsibilities

The Human Rights Policy is overseen by the Board, including the Managing Directors.

Below is a detailed description of some specific roles and responsibilities within the Company as regards respect and promotion of human rights across our own activities and business relationships.

5.1 Managing Directors' Responsibilities

The Managing Directors, in agreement with the whole Executive Committee, are responsible for:

- Approving the Human Rights Policy
- Deciding on serious cases of human rights violations and reporting significant incidents to the Board

5.2 Head of People Responsibilities

The Head of People is responsible for:

- Identifying and evaluating labor-related human rights risks within the Company's activities and business relationships
- Owning, endorsing, and ensuring the implementation of the Policy on labor-related human rights
- Providing advice and assistance to managers on labor-related human rights issues

5.3 Head of Supply Responsibilities

The Head of Supply is responsible for:

- Identifying and evaluating labor-related human rights risks within the Company's activities and business relationships
- Ensuring relevant and correct communication of the Human Rights Policy efforts to external stakeholders

5.4 Company's VPs and Directors' Responsibilities

Top management teams are responsible for:

- Ensuring that all staff are familiar with the Human Rights Policy
- Ensuring that this Policy and related standards are implemented and adhered to

5.5 HR Responsibilities

HR teams are responsible for:

- Driving the implementation of the Human Rights Policy
- Ensuring that this Policy is properly communicated internally
- Ensuring that disciplinary action is taken against perpetrators of human rights violations

5.6 Employees

All employees are responsible for:

- Reporting details immediately if they suspect that human rights violations are taking/has taken place or if they see any suspicious acts or events
- Co-operating fully with any internal checks, reviews or investigations
- Co-operating fully with audit or investigation by external bodies and contracting bodies who may invoke their right to conduct audits as set out in the contract between the contracting body and Packmatic GmbH

6. Communication and Training

This Policy is communicated to all employees through the Company's internal communication channels and is part of the onboarding process for new employees. By continuing employment with the Company, employees are deemed to have read and understood this Policy and are expected to comply with its provisions. The Policy is also distributed to external stakeholders and is available on Packmatic GmbH's website.

HR teams are responsible for identifying employees who are to be trained on human rights issues and for designing training and monitoring compliance with the Company's training requirements. Records of staff Human Rights training completion must be stored and made available for audit.

7. Due diligence

Packmatic GmbH uses due diligence as a means to identify and prevent human rights risks to people in our business and value chain. Where we have identified adverse human rights impacts resulting from or caused by our business activities, we are committed to provide for or cooperate in their fair and equitable remediation. We seek to promote access to remediation where we are linked to or involved in those adverse impacts through our relationships with third parties.

Packmatic GmbH commits to respect human rights by exercising human rights due diligence in all our activities. In particular, we implement the following measures:

- Human Rights Policy adopted by the top management
- International standards on human rights are upheld as a minimum requirement for conducting business
- Grievance mechanisms in place to prevent and manage human rights violations (see Annex I)

- Findings about salient human rights issues integrated into decision-making processes

8. Monitoring & Performance

Internal compliance with the human rights due diligence process is provided by Human Resources, which ensures the coordination and implementation of various measures of the process. This department works closely with the Operations department, which is responsible for external compliance. Monitoring of risk management measures and grievance mechanisms is provided by specific directions in charge.

9. Risks and/or consequences of non-compliance

A violation of international standards on human rights can lead to severe civil and criminal penalties and reputational harm to Packmatic GmbH. Company employees and business partners who violate these standards and laws can also face severe civil and criminal penalties, including jail time.

A violation of this Policy could also result in disciplinary actions, including, but not limited to, termination of employment.

10. Reporting Violations of Human Rights

Staff and business partners are encouraged to report any suspicion of human rights violations or any other form of malpractice, whether it occurs within the Company's activities or across the value chain (see Annex I).

11. Policy revision

This Policy is reviewed yearly or in the event of any change in related government policy.

12. Contact

For more information, please contact the Head of People (Luise Schilling) or send an email to people@packmatic.io.

This Policy was last approved in December 2025 by the Managing Director (Matthias Geiss).

Annex I: Grievance Mechanisms

Packmatic GmbH provides accessible and effective grievance mechanisms to prevent, identify, and manage potential or actual human rights violations within our operations and value chain. These mechanisms are designed to ensure confidentiality, fairness, and non-retaliation for all parties involved.

1. Purpose

The grievance mechanism enables employees, contractors, suppliers, and other stakeholders to raise concerns or report suspected human rights violations safely and transparently.

2. Principles

- Accessibility: Open to all internal and external stakeholders.
- Confidentiality: All reports are handled discreetly.
- Non-retaliation: No person will face adverse consequences for reporting in good faith.
- Timeliness: Complaints are acknowledged within 7 days and addressed in a timely manner.

3. Reporting Channels

- Internal: Send an email to people@packmatic.io
- External (suppliers, partners): Send an email to procurement@packmatic.io

4. Process

1. Submission: Report via email with details of the concern.
2. Acknowledgment: Confirmation of receipt within 7 days.
3. Assessment: Initial review by HR or Procurement.
4. Investigation: Conducted promptly and fairly, involving relevant stakeholders.
5. Resolution: Corrective actions communicated to the complainant where appropriate.
6. Escalation: Serious cases referred to the Managing Directors and Board.

5. Record Keeping

All grievances and resolutions are documented and stored securely for audit and compliance purposes.