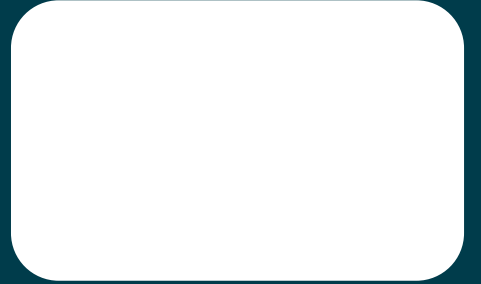


ocono



Policy Statement

April 2026

Preamble

At Ocono, we are guided by integrity and respect as foundation of any fruitful long-term relationship, which drives us to protect, and promote human rights and environmental sustainability across our operations and supply chains. This statement reflects our commitment to ethical business practices, ensuring that our actions align with international standards and the

expectations of our stakeholders. Our understanding of Ocono Holding GmbH and all of its operating subsidiaries, namely Ocono APD Schlauchtechnik GmbH, Ocono Ruhrkunststoff GmbH, Ocono VACUFLEX GmbH, Ocono France SARL, Ocono Italy S.r.l. and Ocono Romania S.R.L..

Our Approach

Our approach is rooted in internationally recognized frameworks, including UN Global Compact, CSRD, and the CSDDD (Supply Chain Due Diligence Act). As part of our commitment, we continuously align our practices with evolving global and local standards to ensure adherence to these principles. Recognizing the complexity of global supply chains, Ocono has implemented a comprehensive risk management system. This system includes regular risk analyses at multiple levels, incorporating both abstract and concrete assessments that evaluate risks based on factors such as geographic location, type of business relation-

ship, and specific supply chain characteristics. To enhance the effectiveness of these assessments, we utilize robust monitoring processes supported by automated sanction list checks in our ERP systems as well as monthly standardized reports in our group, ensuring data-driven and transparent evaluations. These analyses inform targeted actions to prevent, mitigate, and address risks across our supply chains. We closely monitor the evolution of regulatory frameworks, such as the Act on Corporate Due Diligence Obligations in Supply Chains, ensuring that our practices are continually aligned with these developments.

Commitment to Human Rights and Environmental Protection

Ocono is dedicated to ensuring fair and equitable working conditions, safe workplaces, and the prohibition of forced labor, child exploitation, human trafficking, and discrimination in all forms. We actively promote freedom of association, collective bargaining, and equal opportunity. Similarly, we are committed

to reducing environmental impacts, conserving natural resources, and contributing to global efforts to combat climate change and biodiversity loss. These principles are supported by accessible grievance mechanisms to address any violations swiftly.

Grievance Mechanisms

To uphold these values, Ocono provides accessible grievance mechanisms for employees, suppliers, and third parties to report concerns. This includes our Whistleblower Platform at <https://whistleblower.ocono.com> to ensure that violations are

addressed swiftly and effectively. We encourage open dialogue and offer protections for those raising concerns to foster a culture of trust and accountability.

Handling Violations

Ocono takes any identified violations of human rights or environmental standards seriously. Immediate measures are taken to address and mitigate such violations. This includes engaging directly with suppliers to agree on corrective actions, im-

plementing training or audits, and, where necessary, enforcing contractual obligations. Severe or repeated violations may lead to termination of business relationships, ensuring compliance with our principles.

Collaboration and Stakeholder Engagement

Ocono recognizes the importance of collaboration in achieving our goals and actively engages with stakeholders, including suppliers, industry peers, NGOs, and local communities. Through capacity-building initiatives, training programs, and shared

commitments to ethical practices, we work with our partners to ensure compliance with these principles throughout our supply chains.

Continuous Improvement

This policy is subject to an annual review to assess its effectiveness and relevance. In addition to regular evaluations, significant changes in business activities or newly identified risks trigger an immediate review. We actively integrate feedback from stakeholders, including employees, suppliers, and external partners, to ensure our practices align with the highest standards of human rights and environmental protection. Our efforts are continuously monitored, and progress is publicly disclosed through our annual sustainability reports being part of our an-

nual reporting. By setting measurable goals and transparently reporting on our performance, we strive to maintain accountability and drive meaningful improvements. Through these actions, Ocono reaffirms its dedication to ethical business practices, respect for human rights, and environmental sustainability. Together with our employees, partners, and stakeholders, we aim to create lasting positive impacts for current and future generations.

Training and Communication

Ocono ensures that this policy is communicated to employees, suppliers, and other relevant stakeholders. Training programs are tailored to raise awareness and build capacity to uphold

these standards. Specific modules are designed for procurement teams and others involved in high-risk areas.



Managing Director



Managing Director



Managing Director

Mülheim-Ruhr, 1st April 2026



For more information, please refer to: Our Code of Conduct and our ESG Strategy on our website at: <https://ocono.com/en/Company/Sustainability-Governance/Environmental-Social-Governance/>



Ocono

Germany

APD Schlauchtechnik
Ruhrkunststoff
VACUFLEX

France

Italy

Romania

China

Ocono Holding GmbH

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