

OPTIMA

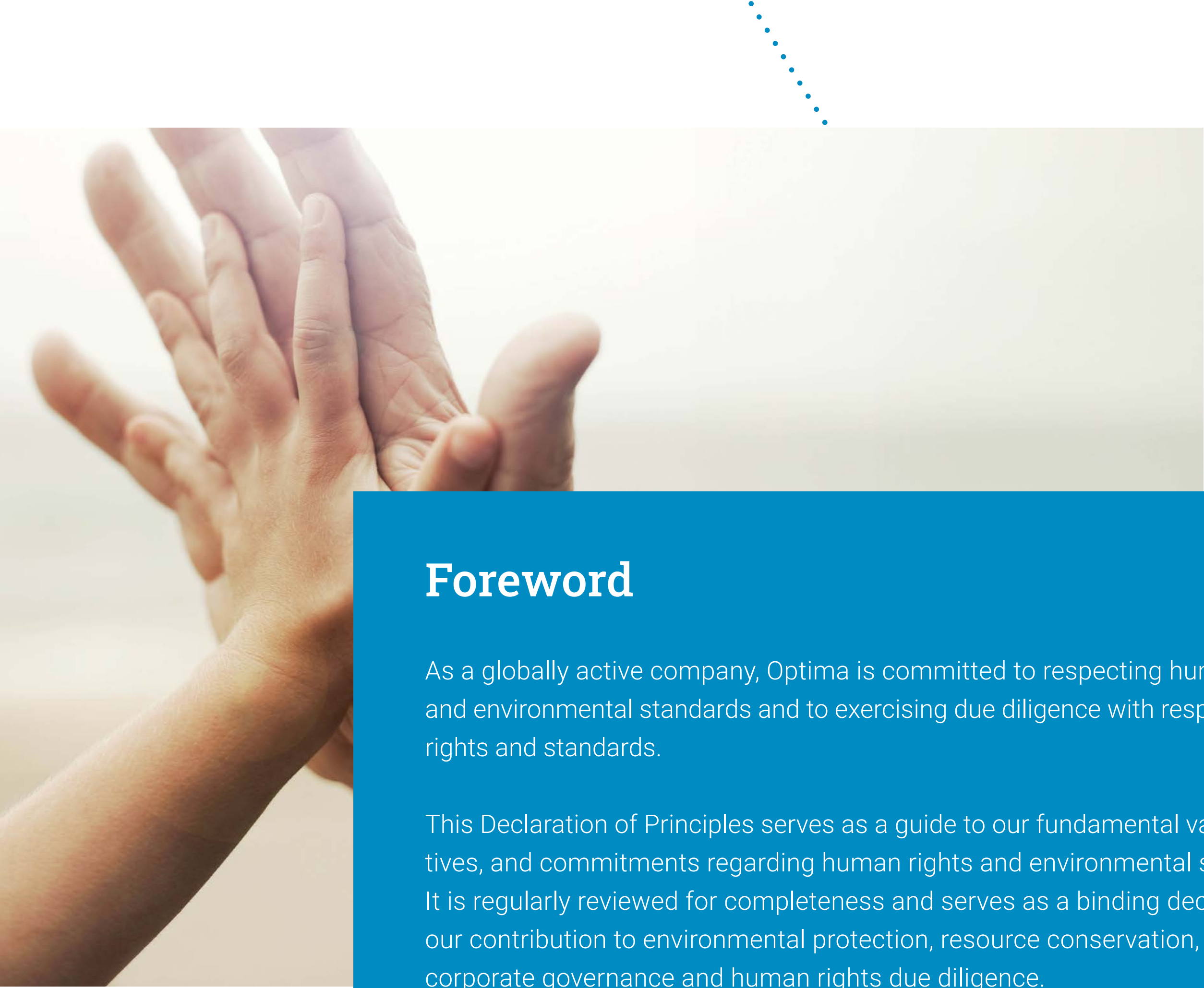
We care for people



Declaration of principles

for social responsibility
and human rights

Status 04/2026



Foreword

As a globally active company, Optima is committed to respecting human rights and environmental standards and to exercising due diligence with respect to these rights and standards.

This Declaration of Principles serves as a guide to our fundamental values, objectives, and commitments regarding human rights and environmental standards. It is regularly reviewed for completeness and serves as a binding declaration of our contribution to environmental protection, resource conservation, responsible corporate governance and human rights due diligence.

Sustainability as a guiding principle: At Optima, we consider sustainability to be an essential part of our business model. We strive to provide long-term benefits for all stakeholders by giving equal consideration to ecological, social, and economic aspects.

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We treat others
tolerantly
and respectful.

1. Human rights and social responsibility

Optima is committed to respecting and promoting human rights in all its business activities. It recognizes the importance of respecting and upholding human dignity and complying with internationally recognized human rights standards. Optima is guided by the United Nations Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, and the Fundamental Principles of the International Labor Organization (ILO), as well as the United Nations Guiding Principles on Business and Human Rights. Our human rights strategy includes measures to prevent human rights violations along the supply chain, the promotion of working conditions that comply with the principles of equal treatment and non-discrimination, and cooperation with relevant interest groups to strengthen human rights. Our Code of Conduct is also an expression of our basic understanding of integrity and legality, we also address these essential points.

[➔ To the Code of Conduct on our website](#)



2. Risk management to monitor compliance with human rights and environmental standards

Optima has implemented a structured risk management process that complies with the requirements of the Supply Chain Due Diligence Act. The process is supported by specialized software that enables systematic risk analysis based on country assessments, industry ratings, supplier surveys, and integrated action management.

As part of an annual and ad hoc risk analysis, Optima identifies potential and actual human rights and environmental risks within its own business area and among its direct business partners.

Particular priority is given to the ban of forced labor and all forms of modern slavery, as well as the ban of child labor, with reference to the relevant ban set forth in Section 2(2) of the LkSG. These risks are continuously assessed, documented, and incorporated into action planning.

The analysis takes particular account of high-risk countries and industries where, based on experience, potential violations of international human rights and environmental standards occur more frequently. It forms the basis for effective risk management and ensures that potential risks are identified and assessed at an early stage and that appropriate preventive and remedial measures are taken.

To ensure compliance with human rights and environmental standards throughout the supply chain, Optima defines clear requirements for all business partners. These requirements are bindingly set forth in the Code of Conduct for Business Partners.



We also ensure that our partners comply with our Code of Conduct.





a. Identified risks in our own business area

Optima takes all necessary measures to minimize risks in its own business area. Employees are notified and trained on identified risks in the relevant operations, with changes communicated through established information channels. If Optima discovers that a violation of human rights or the environment has occurred or is likely to occur in its operations, immediate action is taken to end the activities responsible. Employee misconduct is prevented accordingly and possible suspected cases are investigated with appropriate diligence.

b. Identified risks relating to business partners

Optima is aware that great care must be taken when selecting business partners, particularly when procuring materials and services. Particularly in the supply chains of metal and aluminum processing, die casting, chemicals, and electronic components, risks relating to environmental issues or environmental impacts resulting from the services and products of direct suppliers may arise. Risks can also arise from labor practices and human rights issues within the supply chain that arise from our own activities or the products of direct suppliers.

c. Ascertainment

The abstract risk analysis of direct suppliers has essentially shown that there are very low abstract country and industry risks in this area.

As part of our risk analyses, no specific priority risks were identified either within our own business area or among direct business partners.

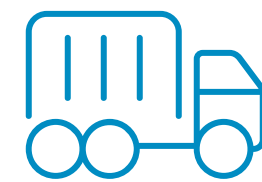


3. Preventive measures

Optima complements its already established procurement strategies and purchasing practices with human rights and environmental aspects when selecting business partners and obliges them to comply with environmental and human rights-related legal requirements. Optima also obliges its business partners to address the requirements in their supply chain appropriately. Optima continuously monitors the effectiveness of the measures and obliges its business partners to allow risk-based audits.

4. Remedial measures

If Optima identifies a risk from business partners, risk-based case management will initiate a process to assess, terminate, or minimize the breach or, in particularly serious cases, suspend or cease business activity.



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We take
responsibility.

5. Complaint management

Optima has established an appropriate and effective complaints management system that is publicly accessible. The information on this is provided in our complaints system in the rules of procedure. The reported information and justified suspicions of possible human rights and environmental violations are processed as part of a case management process in compliance with confidentiality and secrecy. The following link will take you to the complaints system:

www.optima-packaging.com/complaints-procedure-lksg



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OPTIMA
We care for people

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