



## EMPHA Code of Conduct

EMPHA, the European Manufacturers Paper Honeycomb Association is the pan-European association for manufacturers of paper honeycomb core products. The association aims to represent the paper honeycomb industry. EMPHA works to fulfil its mission for the benefit of member companies in a variety of functions.

The EMPHA Code of Conduct below has been developed by and for the members and is intended to provide guidelines for professional and socially reliable enterprises. The EMPHA Code of Conduct supports the development of a trustworthy reputation of EMPHA and its members and facilitates a common ground to develop our industry.

The association encourages individual members to formulate their own codes in this area in such a way that they are in agreement with those of EMPHA.

This Code of Conduct is in accordance with the EMPHA Articles of Association.

### General

- We strive to comply with the highest standards of professionalism, ethics and integrity in our commercial, social and personal activities;

### Health and Safety

- We provide a safe and healthy work environment

### Environment

- We strive to run our business in an environmentally responsible and sustainable way

### Business Practice

- We treat our business partners fairly, honestly and equally and we respect our commitments
- We conduct all our affairs in openness and transparency subject to commercial confidentiality and refrain from misconduct

### Human Rights

- We respect human rights and treat employees and stakeholders equally

### Compliance

- We strive to comply to the highest industry standard such as ISO 9000, 14000 and 18000 as well as FSC certification
- We comply to European ruling and legislation and to GAAP ruling