



Quality Tools for Smart Cleaning

# UNGER Code of Conduct

June 2023



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## OUR VISION

We aspire to be recognized as the leader in innovative, quality cleaning solutions globally.



### UNGER VALUES:

Respect

Teamwork

Customer-Focus

Social Responsibility

### CULTURAL PILLARS:

Ownership

Performance

Connection

PURPOSE (OUR WHY)

WE CREATE SAFER AND MORE EFFICIENT SOLUTIONS FOR PEOPLE WHO CLEAN OUR WORLD.



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## Dear colleagues, customers, and suppliers, welcome to the Unger Code of Conduct

Unger products are used by millions of people every day. In this way our customers are coming in touch not only with our tools but also with our company values and behaviors. We want our customers to expect not only great innovative tools, but also a value driven ethical company who stands behind its products. We look at this as great encouragement, but also as responsibility.

Last year we finalized the definition of our corporate culture which builds the base of what we are, what we intend to do, and how we behave. We defined the key values of our company as: Respect, Teamwork, Customer Focus, and Corporate Social Responsibility. We strive to conduct our business with the highest ethical standards.

This Code of Conduct is very important for us. It provides an overview of our ethical and environmental practices and is intended to provide employees, business partners, and suppliers of Unger with a clear understanding of the principles and ethical values that we want to uphold as we conduct business and work together. This Code of Conduct is based on the Ten Principles of the UN Global Compact and expanded based on our additional business commitments.

While this Code of Conduct is recent, it reflects how we have conducted our business same overall principles and other internal policies over many years. We have worked closely with our suppliers over the years to ensure specific standards. Going forward we will strive to ensure that the principles of this Code of Conduct are followed by all stakeholders.

Unger's executive management has endorsed this Code of Conduct and is committed to making it the foundation of how we conduct our business. It is important that all employees, business partners, and suppliers are aware of these principles and use them for everyday guidance when making decisions and conducting business.

While this Code of Conduct serves as a guide on the expected ethical behavior of employees and suppliers in the way we work, it cannot address all situations. If you have a question about how to approach a particular situation in accordance with Unger's ethical standards and other applicable policies or the law, you are strongly encouraged to contact your manager, Human Resources, or other members of management\_or you may contact our third party reporting provider, Lighthouse "Syntrio" referenced on page 2.

Thank you for executing on our values and doing business the right way

A handwritten signature in black ink, appearing to read "Peter Lupoli".

Peter Lupoli  
CEO Unger Global







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## Application

This code applies to:

- All Unger Employees
- Any business partner who represents Unger.
- All Unger suppliers and their subcontractors

## Responsibilities

- All Unger managers must lead by example in line with the Code of Conduct.
- All Unger managers must ensure that this Code of Conduct is distributed to, and acknowledged by, assigned employees and that our business is carried out accordingly.
- All employees must read and follow this Code of Conduct in their daily work.
- All suppliers and their subcontractors must adhere to this Code of Conduct.

## Violations

- Employee behavior not in accordance with our Code of Conduct may result in disciplinary action up to and including termination of employment. If the employee's conduct also violates the law, there may also be legal consequences for the conduct.
- Suppliers who are not compliant with any provision of this Code of Conduct must notify Unger immediately and take prompt action to remedy any noncompliance





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# 1. Compliance & Law



## 1.1 Compliance

Unger complies with the local laws of every jurisdiction in which it conducts its business. In the event applicable law sets a higher standard than this Code of Conduct, the applicable laws take precedence.

## 1.2 Fair Competition

Unger conducts its business in line with fair competition and in accordance with all applicable anti-trust laws.

Unger gives the same respect and courtesy to competitors as it does to their suppliers and customers. Unger treats everyone fairly and never seeks to get information about its competitors through illegal or unethical means. Unger relies on publicly available channels to collect important market and competitive information.

Unger prohibits anti-competitive practices or practices that are not in line with the mechanisms of the market economy. Unger's employees are required to:

- Not discuss or agree on price fixing agreements with anyone.
- Not to discuss or agree on division of territories or customers.
- Never seek or share any sensitive and confidential competitive information.
- Never abuse a dominant market position
- Always treat customers in a way that respects their independence





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# 1. Compliance & Law



## 1.3 Factual, Objective, and Accurate Information

Unger is committed to providing factual, objective, and accurate information to its customers and the people using its products.

Unger provides factually correct information about products and applications. Unger also strives to make this information straightforward and easy to understand to minimize any potential misunderstanding.

Additionally, Unger offers training, training videos and additional information to help its customers to get the best use out of our products.

## 1.4 Avoiding Conflicts of Interest

Unger always carries out its business with the utmost integrity. Unger employees are required to always act and behave in Unger's best interest.

A conflict may arise in situations in which your interests, or those of a third party, may conflict with Unger's interests. There are many ways in which a conflict of interest could arise. Conflicts of interest may be financial in nature or may involve relationships.

It's the employee's responsibility to comply with Unger's conflict of interest policy. Every employee is required to disclose actual or potential conflicts of interest by notifying their manager or HR so Unger may evaluate the situation. This requires each employee to assess each situation for a potential conflict of interest and be in close communication with management



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## 2. Protection of Confidential Commercial and Personal Information



Unger is committed to safeguarding confidential commercial information and personal information. Unger will not access, modify, disclose, or make use of any confidential commercial or personal information without proper authorization.

Unger manages and protects all personal data in accordance with the GDPR legal requirements in the European Union and other applicable privacy laws.

In their daily work, Unger requires all employees to comply with applicable privacy laws and follow the terms of applicable non-disclosure agreements about confidential information.

### 2.1 Documentation and reporting

All employees must ensure that all recorded data is accurate, truthful, factual, and comprehensive. This includes financial information, personal data, as well as time records, business expense records, and health and safety records.

All employees must follow all applicable classification requirements, accounting standards, legal requirements, and internal controls when making and retaining these records.



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## 3. Human Rights

### 3.1 Human rights

Unger is committed to complying with all applicable laws and respects internationally recognized human rights wherever it conducts business. Unger will not tolerate complicity in any human rights abuse throughout its operations and business relationships. Observing human rights takes priority in any decisions.

### 3.2 Prohibition of Forced and Child Labor

Unger uses legal recruiting strategies when hiring workers. Unger does not condone, or use forced, bonded, indentured, or involuntary labor.

Unger will not employ workers younger than the greater of: (a) 15 years of age—or 14 where the local law allows such exception consistent with International Labor Organization guidelines, (b) the age for completing compulsory education, or (c) the minimum age established by law in the country of manufacture.

Additionally, Unger will comply with all local laws for the work of authorized young workers, including hours of work, wages, and working conditions.

### 3.3 Monitoring and Compliance

Unger conducts due diligence to ensure that its suppliers and business partners share its commitment to human rights. Unger does not knowingly work with any supplier or business partner who engages in forced labor, modern slavery, human trafficking, or the exploitation of or discrimination against anyone, including children or other vulnerable populations







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## 4. Labor

### 4.1 Equity, Inclusion and Diversity

One of Unger's key strengths and an essential part of our culture is our internationally diverse and inclusive workforce. Unger is committed to providing equal opportunity in all aspects of employment and will not tolerate any unlawful discrimination or harassment of any kind. Unger's workforce is recruited, developed, and promoted based on the person's ability to perform the job requirements. All employees must conduct themselves in accordance with Unger's anti-harassment and discrimination policies.

### 4.2 Fair Working Conditions

Unger offers fair remuneration, working hours, vacation, sick, and parental leave in accordance with applicable law. Unger also respects freedom of association, including joining or not joining any association, and respects the legal right of workers to bargain collectively.

### 4.3 Safe Work Environment

We expect all Unger employees, suppliers, customers, and visitors to maintain a working environment that is mutually respectful and is free from all forms of harassment. All employees are expected to maintain appropriate behavior while at work or while attending a work-related function. This includes any and all activities during the workday, offsite meetings and/or conventions and Company sponsored events, including off-site Company functions, dinners and social gatherings that can be interpreted as Company sponsored events.

Unger will not condone any actual or threatened acts on the part of an employee, vendor, customer and/or supplier that result in violence or threats against another employee, vendor, customer and/or supplier.

Employees who are subject to the prohibited acts outlined in this Policy or see or hear of any of the prohibited behavior or any other out-of-the-ordinary behavior by fellow Employees, visitors or from other sources, should report such activities immediately to a member of management or the company whistleblower hotline





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## 4. Labor

### 4.4 Health and Safety

The health and safety of Unger's employees is a number one priority, and the Company is fully committed to achieve continuous improvement here. Unger provides a safe, clean, sanitary, and healthy work environment with sufficient facilities, in accordance with applicable law.

Unger ensures adequate safety measures to effectively protect its employees against fires, accidents, chemical, biological, and physical hazards as well as occupational diseases. Unger continuously identifies and works to prevent relevant risks and emergency situations in the workplace, as well as ensures appropriate emergency plans, regular safety training and response procedures. This includes identification of appropriate engineering controls, administrative controls, and/or personal protective equipment when an identified hazard in the workplace cannot be removed or replaced.

Every employee is expected to ensure that their actions do not adversely affect their personal safety or affect the safety of others. Active participation from everyone is expected in maintaining a safe work environment. Employees are expected to observe, identify, and make recommendations for improvements where needed.







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# 5. Environment

## 5.1 Environmental Impact

Unger is committed to fully complying with all environmental laws, standards, and guidelines in the jurisdictions where it operates.

A further key commitment is to continuously improve business and value chain in order to make it more sustainable and ultimately, contribute to environmental low impact business. This includes proactive and responsible corporate governance, such as waste reduction, improving energy efficiency, minimizing and safekeeping of hazardous substances, and the use of environmentally friendly technologies.

## 5.2 Saving Resources

Unger is committed towards a systematic development of products and services that helps reduce the use of energy, water, and further raw materials along the entire product life cycle.

## 5.3 Avoidance of Critical Ingredientcy

Unger is committed to protect life on land and under water (biodiversity) and requires suppliers to opt for eco- friendly raw material when feasible.

## 5.4 Reduction of Waste and Greenhouse Gas Emissions

Unger is committed to reduce waste, to promote circular economy by producing recyclable products and packaging and facilitating the return of valuable materials for recycling.

Unger is committed to effectively reducing carbon emissions related to its business activities







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## 6. Anti-Corruption

### 6.1 Bribery, Gifts and Entertainment

Unger does not tolerate any kind of corruption including bribery and extortion. This also includes any illegal payment offers or similar allowances towards government officials to influence their decision making.

No gifts or personal benefit, which could be perceived as a bribe, shall be offered to Unger employees.

In all cases, gifts or entertainment shall not be offered to improperly influence a business relationship and must not violate applicable laws or ethical standards.

Nevertheless, Unger is aware that in long term business relationships, gifts, entertainment, and tokens of gratitude are a part of conducting business. These must always stay within reasonable limits. This includes the value and the character of the gift.

### 6.2 Money Laundering

Unger prohibits money laundering in its operations and commits its best efforts to prevent it. Unger is committed to complying with all applicable anti-money laundering laws and to implement measures required to prevent such activities. Unger only accepts money transfers received from legitimate sources.

### 6.3 Sponsorship and Contributions

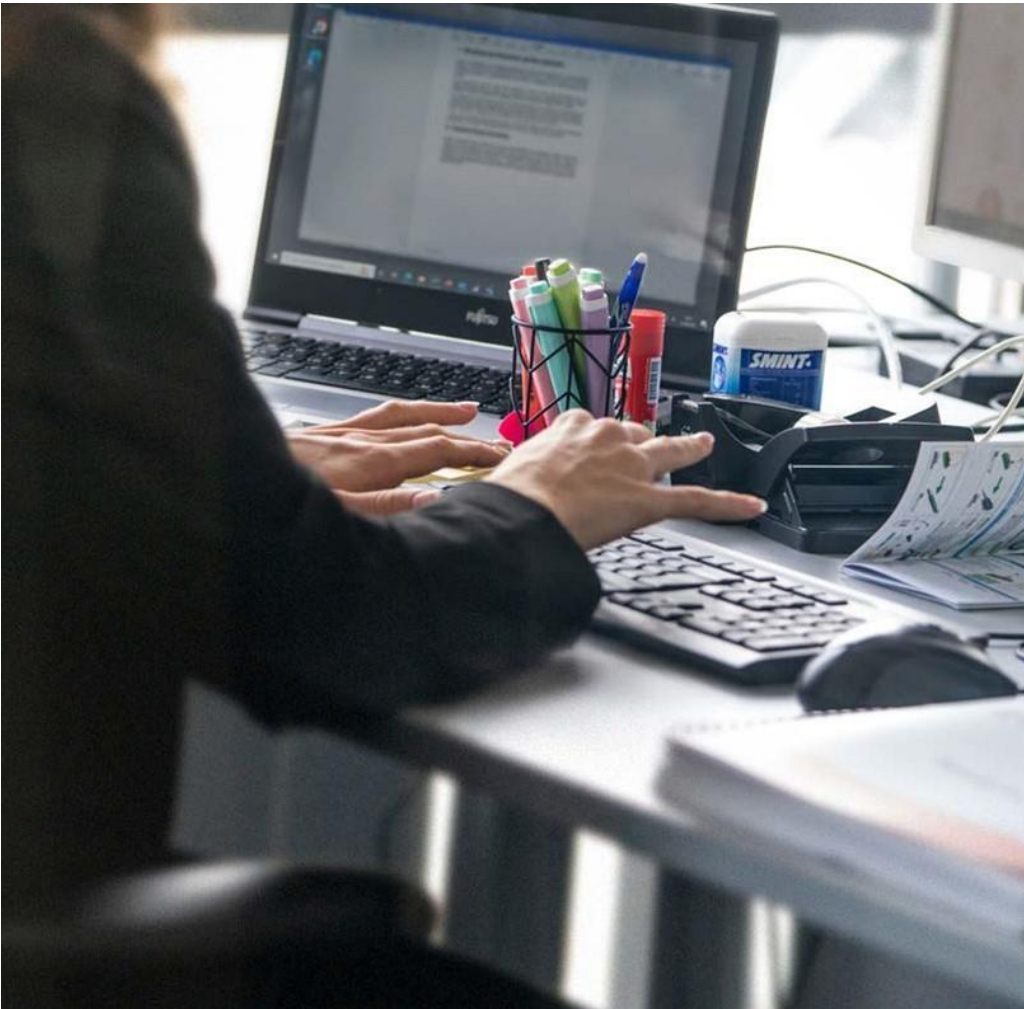
Sponsorship activities are an important part of Unger's corporate activities and are carried out with strict adherence and transparency. Unger will never offer contributions to influence the recipients





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# 7. Whistleblower Protection and Non-retaliation



Unger is committed to the highest standards of ethics and compliance in all its business practices. If you have any knowledge of any activity that is or may be in violation of this Code of Conduct, policies, or applicable laws, you have an obligation to promptly disclose such activity.

Any complaint or report received will be evaluated seriously and handled as confidentially as possible, consistent with investigating and resolving the matter. In conducting the investigation, Unger will make findings and take appropriate action to address any improper conduct. Unger will not retaliate against anyone who, in good faith, raises a concern, reports suspected misconduct, or provides information related to an inquiry of suspected misconduct. Please help us maintain a workplace we can be proud of by reporting such incidents.

If employees recognize any non-compliant behavior, it should be reported immediately to the employee's manager, another member of management, HR, the CEO or you may file a report through Lighthouse "Syntrio" our third-party confidential reporting provider "whistleblower hotline". This service is reachable through their website using the links below or you can call them directly at the phone numbers provided below

Direct URLs:	Direct URL
English	<a href="http://www.lighthousegoto.com/ungerglobal/eng">www.lighthousegoto.com/ungerglobal/eng</a>
German	<a href="http://www.lighthousegoto.com/ungerglobal/ger">www.lighthousegoto.com/ungerglobal/ger</a>
Spanish	<a href="http://www.lighthousegoto.com/ungerglobal/spa">www.lighthousegoto.com/ungerglobal/spa</a>
Chinese (Simplified)	<a href="http://www.lighthousegoto.com/ungerglobal/csm">www.lighthousegoto.com/ungerglobal/csm</a>

#### Direct Dial

- English-speaking USA and Canada: 833-352-9710
- Spanish-speaking USA and Canada: 800-216-1288
- French-speaking Canada: 855-725-0002
- Spanish-speaking Mexico: 800-681-5340
- Europe: First dial: 0800-225-5288, then dial 800-603-2869



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## 8. Suppliers/Subcontracting



Unger's suppliers shall replicate the above requirements and standards further down the supply chain by binding its subcontractors and pre-suppliers to the terms of this Code of Conduct and evaluating their compliance in a meaningful and consistent way. Each supplier's obligations under this Code of Conduct are in addition to its obligations under the terms and conditions of all applicable purchase orders and/or supplier agreements and compliance with applicable laws.

A handwritten signature in black ink, appearing to read "Peter Lupoli".

Peter Lupoli  
CEO Unger Global





**Quality Tools for Smart Cleaning**

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