

The Company's Integrated Management policy comprises the subject areas of quality, environment, energy hygiene and compliance and is binding for the following locations of the Menshen Group:

公司的综合管理方针包含质量、环境、能源、卫生和合规，其适用于曼盛集团的下列场所：

Georg MENSHEN GmbH & Co. KG

MENSHEN Packaging CIS, LLC

MENSHEN Iber S.L.

MENSHEN Packaging (Shanghai) Co., Ltd.

MENSHEN Packaging USA, Inc.

MENSHEN Mexicana, S. de C.V. de R.L.

MENSHEN Packaging (Guangzhou) Co., Ltd.

Within the Menshen Group quality stands for an attitude of mind. Quality is no area, no department, no function, but an idea which takes hold of everybody and everything. Quality is the intention of all, and the road to quality is the common concern of all functions in the organization.

在曼盛集团质量代表一种态度。质量不分地区、不分部门、不分功能，它是一种信念，能抓住每个人每件事。质量是最根本的目的，通向质量的路在组织内的所有职能上受到共同关注。

All our actions are inspired by our striving to meet the customer's requirements and therefore to achieve full customer satisfaction. We expressly include into our action processes our social responsibility for the directly and indirectly employed people, as well as the environmental resources used by us. Furthermore, in our considerations concerning our commercial behavior, we involve the parties directly or indirectly affected by them. To achieve this goal, we have defined a procedure that takes into account global and local needs.

我们所有的行动在努力满足客户要求时受到启发，从而实现客户的完全满意。在我们的活动过程中明文规定对直接和间接员工的社会责任和我们所使用的环境资源，此外，我们的商业行为也直接或间接接受他们影响。为了达成目标，考虑到全球和地方需求我们制定程序文件。

Our present success would have been impossible without our customers. For the customer the name of the Menshen Group is associated with top quality. This quality is the result of performance and continual improvement. Our top managements are committed without reservation to quality and to environmental protection. The relevant management processes in the Menshen Group are our major processes in the service to our customer and the environment. These serve to protect our customers against nonconforming products and services, as well as against delivery failures on the one hand, and they are a guarantee for our future success in the markets that are relevant for us on the other hand. It starts off with

marketing and passes through all phases of the product realization process, such as planning, development, purchasing, production and delivery, up to the qualified support for our customers.

没有客户我们将不能取得目前的成功，对客户来说曼盛集团代表着高质量。高质量来自于业绩和持续改进，曼盛集团的最高管理者对质量改进和环境保护将不遗余力。在曼盛集团，相关的管理过程主要是对客户的服务以及对环境的保护，这些有助于我们的客户远离不合格的产品及服务，一方面防止交付失败，另一方面也是我们在未来市场上成功的保障。它始于市场，通过各阶段的产品实现过程，如策划、开发、采购、生产和交付，直到合格的支持我们的客户。

From all the relevant results gained from the planning, production, processing and use of the products, indicators are determined for a continual improvement of all our products and services. As a result, measures are defined to remove the causes of problems and weaknesses in products, processes and services, and to avoid them in new developments. One element to improve quality and productivity is to observe the cost of quality. Another important aspect is to reduce the environmental pollution caused by the products developed and produced by us.

从策划、生产、过程和产品使用中获得所有相关的结果，这些指标决定持续改进我们的产品和服务，因此把措施定义为消除造成产品、过程、服务问题和薄弱环节的原因，以便在新进展中避免再次发生。改进质量和生产效率的原理是观察质量成本的同时降低产品开发和生产中的环境污染。

In all our actions the protection of natural resources is always our main concern. Focusing on the environment, the energy used and considering economic aspects, this results in a continual optimization of the energies used. One important aspect is the responsible and careful use of energy, especially those energies that are generated from limited fossil fuels. This target is supported by investments into the maintenance, modernization and further development of the energy efficiency of the plants and facilities. By reducing the energy consumption or by making a better use of the fuels, we are permanently striving to optimize our company's energy efficiency. Every member of staff is required to minimize energy consumption by responsible behavior. These measures help to protect the environment on the one hand and are also an important contribution towards the Group's future economic competitiveness on the other hand. The environmental objectives defined by management are subject to regular review and any necessary adjustment. In this context we commit ourselves to compliance with applicable legal obligations and, if any, self-defined provisions.

所有保护自然资源的行动将都是我们永远关注的重点。聚焦环境、能源使用和考虑经济因素，持续优化能源使用，负责的、小心的使用能源，尤其是那些从有限的矿物燃料中产生的能源，这一目标的实现通过工厂及设施的维护、现代化及进一步发展的能源效率投资中获得支持。通过减少能源消耗或者更好的利用燃料，我们持续地努力优化公司的能源效率，要求每一位员工通过其负责任的行为最小化能源消耗。这些措施既有利于保护环境，也在集团未来的经济竞争中起到重要作用。管理者界定环境目标并定期评审，必要时适当调整，在这种背景下，我们致力于遵守适当的法律法规及自我规定。

Being a supplier of packaging components for the cosmetics, pharmaceutical, chemical, detergent and food industries, we are aware of the fact that compliance with hygiene regulations is an essential requirement

on the part of our customers. Compliance with these regulations ensures the safety of customers and consumers. For this reason, we have introduced and implemented a hygiene management system. By training our employees at regular intervals we strive to keep up and continuously develop their awareness and understanding for this important topic. Furthermore, we also integrate our visitors in this process by asking them to comply with basic hygiene regulations when they check in.

作为一个为化妆品、药品、化学品、清洁剂及食品行业提供包装部件的供应商，我们明白符合卫生法规是客户基本的要求，符合这些法规确保客户及消费者的安全。基于此，我们引进和实施卫生管理体系，通过定期培训员工我们努力保持并持续养成他们的卫生意识，明白符合卫生法规的重要性。此外，我们同样要求参观者在进入工厂时符合基本的卫生规定。

Our company's essential assets are our employees. Only qualified and motivated employees are able to grow with the tasks and requirements that our company is facing. It lies within the responsibility of management to plan the assignment of the personnel and their development in such a way as to achieve optimum results for the employees and the company. Another aspect in this context are health and safety. As a company we attach great importance to working conditions which guarantee a high degree of safety and which do not endanger our employees' health. We ensure this high standard by complying with the local laws, regulations and directives on the one hand, and by implementing various site-specific programs on the other hand.

员工是我们公司不可或缺财富，同时也只有合格和充满活力的员工才能随着公司一起成长，所以，管理责任也包括规划员工作业以及他们的发展，只有这样，员工和公司才能达到最佳状态。关于此点的另一方面是健康和安全，作为一家公司我们非常重视员工的工作条件，保证高度安全，不危及员工健康。我们遵守当地的法律法规和指令，同时实施各种特定场所程序来确保此高标准的实现。

The Menshen Group stands for compliance, sustainability and therefore safety. This regards both our external and internal relationships. For this reason, we undertake to observe the laws, regulations and directives of those countries in which we are doing business. Furthermore, this also includes the obligation to observe the internal company rules and guidelines. We have defined these common values in a Code of Conduct, which we have made available to all our employees as a guiding principle for the entire Group. Living up to these values is the responsibility of all the employees within the Menshen Group. This entails another important function for the managers, as they are expected to act as role models.

曼盛集团代表公司内外部的合规、可持续性和因此而来的安全。为此，我们在经营业务的时候要保证遵守国家法律法规和指令、遵守公司内部规则和方针。我们已经在行为准则中明确了共同的价值观，在整个集团内为所有员工提供指导原则，践行这些价值观是曼盛集团所有员工的职责，管理者要承担作为榜样的重要作用。

Our business policy is based on working only with those partners who share our values. For this reason, we have defined our expectations of our business partners in a Supplier Code of Conduct. In future we will cooperate only with those companies that recognize this Code of Conduct as binding or provide credible evidence that they have their own Code of Conduct.

我们的经营方针基于那些与我们有共同价值观的合作伙伴，为此，我们在供应商行为准则中明确了对合作伙伴的期望。将来，我们只与那些认同此规则约束力或能提供他们自己行为准则的确凿证据的公司合作。

In effect as of 2018-04-24



Wolfram Kobusch

CEO

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