

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:

**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.

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.

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.

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.

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.

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.

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.

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.

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.

**INT/AP-01      Appendix**  
**M01              Strategy and Leadership**  
**INT/PI-01    G   Integrated Management Policy**

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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.

In effect as of 2018-04-24

A handwritten signature in blue ink, appearing to read 'Wolfram Kobusch'.

**Wolfram Kobusch**

**CEO**

(Georg MENSHEN GmbH & Co. KG)  
(MENSHEN Packaging (Shanghai) Co., Ltd.)  
(Menshen Packaging (Guangzhou) Co., Ltd.)  
(MENSHEN Packaging CIS, LLC)  
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(MENSHEN Mexicana, S. DE. R.L. DE C.V.)

A handwritten signature in blue ink, appearing to read 'Hans-Peter Kaldeberg'.

**Hans-Peter Kaldeberg**

**CIMO**

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