

The Company's Integrated Management policy, of which Top Management is expressly committed and comprised of Quality, the Environment, Energy, Hygiene, Health and Safety and Compliance.

This policy 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 (Guangzhou) Co., Ltd.
MENSHEN Packaging USA, Inc.
MENSHEN Mexicana S. de R.L. de C.V.
Menshen Colombia S.A.S.
Menshen d.o.o.

The stated goal of the company's Top Management is to bring safe and legally compliant products to the market. The term quality therefore does not exclusively refer to the quality of the products we manufacture, but rather it stands for a mindset and thus for a significant part of the corporate culture. Management actively involves the workforce in developing this culture and demands and encourages appropriate behavior.

Clearly described processes are the basis for transparency and reproducibility within the Menshen Group worldwide. In this way we ensure that we provide our customers with a service and a product from every location of the Menshen Group that meets the strict demands of our customers, the demands on us and the demands of the society in which we live.

Although the customer is the focus of our actions and achieving a high level of customer satisfaction is a declared goal, we keep in sight our social responsibility for the people who are directly and indirectly employed. The careful use of direct and indirect environmental resources is just as vital as the protection of the people we have employed. Our business activity takes place in a societal field of tension, in which the most diverse parties direct their expectations to us. We face this social responsibility every day and actively include it in our global and local action and decision-making processes.

Our prior success would not have been possible without our customers. The customer not only associates the Menshen Group with the highest quality, but also our intensive activities about sustainability. The development of products that not only consumes fewer environmental resources, but also with improved recyclability, is just as much a field of activity as the processing of recycled or alternative raw materials. With these activities, we help to reduce our common carbon footprint, the product carbon footprint, and thus the effects of our business activities. We involve our suppliers in this process with their know-how in this subject. These activities are controlled by a holistic process of continuous improvement.

It starts with marketing and continues through all phases of the product development process such as planning, development, purchasing, production, and delivery up to the qualified support of our customers.

In all these processes, data is generated and evaluated, which is used to identify weak points, determine their causes, define, and implement measures to eliminate them, and then evaluate their effectiveness.

The issue of sustainability is of great importance for the Menshen Group. We therefore not only concentrate on ourselves, but consistently involve our suppliers in this strategy. This is done by building sustainable supply chains - a process that is controlled by our Purchasing Department.

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 preservation, modernization, and further development of the energy efficiency of the equipment and facilities. By reducing the energy consumption or by making a better use of energy sources, 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. In recent years the supply of our products to customers in the food industry has steadily increased. For this reason, it is of the utmost importance that our products actively contribute to food safety. To be compliant with these regulations ensures the safety of customers and consumers. For this reason, we have introduced and implemented a hygiene management system that meets the requirements of the GFSI (Global Food Safety Initiative). 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 the 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. We respect the right, that our employees could unionize themselves to carry out collective negotiations. It is the company's goal to involve, inform, and encourage participation from our employees.

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.

To ensure the protection of natural persons when handling personal data, the relevant processes in our company comply with the EU Directive 2016/679. As part of our business activity, we put into practice and highly emphasize the importance of protecting undisclosed know-how and business information (trade secrets) against their unlawful acquisition, use and disclosure as defined in EU Directive 2016/943. In addition, corresponding national laws and regulations of the countries in which we do business, apply. When it comes to all compliance-related issues, managers have a key role model function.

Our business policy is based on working only with those partners who share our values, which is why we also share our Compliance Guidelines with our business partners. In addition, our Compliance Guidelines are published on our website. We only work with companies that recognize this guideline as binding or provide traceable evidence that they have their own corresponding policy. This is another important step in the topic of corporate social responsibility.

Put into force on 2023-09-25



Jörg Deutz
Chief Executive Officer (CEO)

(Georg MENSHEN GmbH & Co. KG)
(MENSHEN Packaging (Shanghai) Co., Ltd.)
(MENSHEN Packaging (Guangzhou Plant I) Co., Ltd.)
(MENSHEN Packaging (Guangzhou Plant II) Co., Ltd.)
(MENSHEN Packaging CIS, LLC)
(MENSHEN Iber S.L.)
(MENSHEN Packaging USA, Inc.)
(MENSHEN Mexicana, S. DE. R.L. DE C.V.)
MENSHEN Colombia S.A.S.
MENSHEN d.o.o.



Hansulrich Zellmer
Chief Executive Officer (CEO)



Hans-Peter Kaldeberg
Chief Integrated Management Officer (CIMO)

(Georg MENSHEN GmbH & Co. KG)
(MENSHEN Packaging (Shanghai) Co., Ltd.)
(MENSHEN Packaging (Guangzhou Plant I) Co., Ltd.)
(MENSHEN Packaging (Guangzhou Plant II) Co., Ltd.)
(MENSHEN Packaging CIS, LLC)
(MENSHEN Iber S.L.)
(MENSHEN Packaging USA, Inc.)
(MENSHEN Mexicana, S. DE. R.L. DE C.V.)
MENSHEN Colombia S.A.S.
MENSHEN d.o.o.