

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.

公司最高管理层明确承诺的综合管理方针，涵盖了质量，环境，能源，卫生，职业健康安全和合规等多个方面。

This policy is binding for the following locations of the Menshen Group:

本方针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 (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.

公司最高管理层的目标是将安全合规的产品推向市场。因此，“质量”一词并不仅仅指我们生产的产品质量，而是代表一种价值观念，从而成为企业文化的重要组成部分。管理层积极引导员工参与到这种文化的构建过程中，并鼓励员工为之遵守适当的行为规范。

Well-defined processes form the foundation of transparency and reproducibility across the Menshen Group worldwide. This ensures that every location delivers products and services that consistently meet the high standards of our customers, our own expectations, and the expectations of the societies in which we operate.

定义明确的流程构成了曼盛集团在全球范围内实现透明度和可重复性的基础。这确保了每个地区提供的产品和服务都能始终符合客户的高标准、我们的自身期望以及我们所服务的社会期望。

Achieving a high level of customer satisfaction is one of our core objectives, guiding our daily actions. At the same time, we remain deeply aware of our social responsibility toward the people we employ—both directly and indirectly. Responsible use of environmental resources is just as essential as protecting the well-being of our employees. Our business operates within a complex social landscape, shaped by diverse stakeholder expectations. We embrace this responsibility every day, integrating it into our global and local decisions and actions.

实现高标准的客户满意度是我们的核心目标之一，它指导着我们的日常行动。同时，我们也深切意识到我们对所雇佣的人员（无论是直接还是间接），所负有的社会责任。对环境资源的合理利用与保护员工的福祉同样重要。我们的业务在复杂的社会环境中运行，受到不同利益相关方期望的影响。我们每天都在承担这一责任，并将其融入到我们全球和地区决策及行动中。

Our past success would not have been possible without our customers. They associate the Menshen Group not only with top-tier quality, but also with our strong commitment to sustainability. We focus on developing products that use fewer environmental resources and offer improved recyclability. Equally important is our work with recycled and alternative raw materials. Through these efforts, we contribute to reducing both the overall carbon footprint and the product-specific carbon footprint of our operations.

我们的过往成功离不开我们的客户。他们不仅将曼盛集团与一流品质联系在一起，还与我们对可持续发展的坚定承诺紧密相连。我们致力于开发使用更少环境资源且具有更高可回收性的产品。同样重要的是，我们对回收和替代原材料的使用也进行了研究。通过这些努力，我们将为减少公司整体的碳足迹以及特定产品的碳足迹做出了贡献。

Sustainability is a core priority for the Menshen Group. Our commitment goes beyond internal operations—we actively engage our supply chain in this strategy. By building sustainable supply chains, a responsibility led by our Purchasing Department, we ensure that sustainability is integrated throughout our entire value chain.

可持续发展是曼盛集团的核心优先事项。我们的承诺不局限于内部运营---我们还积极与供应商共同推进这一战略。采购部门引领这一责任，通过建立可持续的供应链，确保可持续性发展贯穿于整个价值链之中。

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.

在我们所有的行动中，保护自然资源始终是我们首要关注的问题。着眼于环境、能源使用情况，并考虑经济因素，这使得我们能够持续优化所使用的能源。其中一个重要方面是负责任且谨慎地使用能源，尤其是那些由有限的化石燃料产生的能源。这一目标得到了相关投资的支持，这些投资用于设备和设施的节能维护、现代化改造以及进一步的发展。通过减少能源消耗或更有效地利用能源资源，我们一直在努力优化公司的能源效率。每位员工都必须通过负责任的行为来减少能源消耗。这

些措施一方面有助于保护环境，另一方面也是集团未来经济竞争力的重要贡献。管理层所设定的环境目标会定期审查并进行必要的调整。在此背景下，我们承诺遵守适用的法律义务以及（如有）自定义的规定。

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. 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.

作为化妆品、制药、化工、洗涤剂 and 食品行业包装组件的供应商，我们深知遵守卫生规范对客户是至关重要的。近年来，我们向食品行业客户提供的产品供应量稳步增长。基于此，我们的产品对保障食品安全起到了积极作用这一点是至关重要的。遵守这些规定能确保客户和消费者的安全。为此，我们已引入并实施了一套符合 GFSI（全球食品安全倡议）要求的卫生管理体系。通过定期对员工进行培训，我们努力保持并持续提升他们对这一重要议题的认识和理解。此外，我们还让访客参与到这一过程中来，要求他们在进入时遵守基本的卫生规定。

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 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.

我们公司的核心资产就是我们的员工。只有那些具备资质且积极主动的员工才能在公司所面临的任务和要求中成长进步。管理层有责任合理安排人员的工作任务，并促进其个人发展，以实现对员工和公司最理想的效果。我们尊重员工组建工会进行集体谈判的权利。公司的目标是让员工参与进来、获得相关信息并鼓励他们积极参与。

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.

在这一方面，另一个重要的内容是健康与安全。作为一家公司，我们非常重视工作环境，这种环境要能确保高度的安全性，并且不会损害员工的健康。我们通过遵守当地的法律、法规和指令，以及实施各种针对具体场所的计划来确保这一高标准。

Respecting and upholding human rights is a fundamental part of our business values. This commitment includes the prevention of human trafficking, child labor, and forced labor, along with a strong support for diversity, equality, and inclusion. We believe this approach is essential to ensuring security and prosperity for everyone.

尊重并维护人权是我们企业价值观的重要组成部分。这一承诺涵盖了防止人口贩卖、童工现象和强迫劳动等问题，同时还大力支持多样性、平等和包容。我们坚信，这种做法对于确保每个人的安全与繁荣至关重要。

The Menshen Group is committed to compliance, sustainability, and, as a result, safety—both in our external partnerships and internal operations. We are dedicated to adhering to the laws, regulations, and directives of every country in which we conduct business. This commitment also extends to upholding our internal company policies and guidelines.

曼盛集团致力于遵守法规、追求可持续发展，并因此注重安全---无论是在我们的外部合作中，还是在内部运营中。我们致力于遵守我们在每个开展业务的国家所适用的法律、法规和指令。这一承诺还包括遵守我们公司的内部政策和规定。

The United Nations Guiding Principles on Business and Human Rights are our commitment and motivation in our business activities. 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.

联合国《企业与人权指导原则》是我们开展业务活动时所秉持的信念和动力。我们已将这些共同价值观纳入《行为准则》之中，并将其作为整个集团的指导原则向全体员工公布。

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 role-model function.

为确保在处理个人数据时对自然人的保护，我们公司的相关流程符合欧盟第 2016/679 号指令的规定。作为我们业务活动的一部分，我们切实执行并高度重视保护未公开的专有技术及商业信息（商业秘密）免受非法获取、使用和泄露的侵害，这与欧盟第 2016/943 号指令所规定的标准一致。此外，我们还遵循在我们开展业务的各国所适用的相应国家法律和法规。在涉及所有合规相关问题时，管理人员起着关键的表率作用。

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.

我们的商业政策是基于只与那些与我们秉持相同价值观的合作伙伴开展合作的原则，这就是为什么我们也向我们的商业伙伴分享我们的合规准则。此外，我们的合规准则还发布在我们的网站上。我们只与认可这一准则具有约束力的公司合作，或者提供可追溯的证据证明他们有自己的相应政策。这是企业社会责任这一主题中的另一个重要环节。

We are committed to the continuous improvement of all our processes and activities. By consistently reviewing and evaluating our work, we can identify opportunities for enhancement and take meaningful steps to refine our processes, operations, and culture.

我们致力于不断改进我们所有的流程和活动。通过持续地审查和评估我们的工作，我们能够发现改进的机会，并采取切实有效的措施来优化我们的流程、运营和文化。

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.

这始于市场营销环节，并贯穿于产品开发过程的各个阶段，包括规划、开发、采购、生产、交付直至为客户提供优质的售后服务。在这些过程中，会生成数据并进行评估，以此来找出薄弱环节、确定其原因、制定并实施消除这些薄弱环节的措施，然后评估其效果。

We see it as our responsibility to develop innovative products that are in harmony with people and nature to meet the needs of the world of tomorrow.

我们认为，我们有责任开发既符合人类需求又能与自然环境保护相协调的创新产品，以满足未来世界的需要。

Put into force on 2025-06-06

于 2025-06-06 生效



Hansulrich Zellmer

Chief Executive Officer (CEO)

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(MENSHEN Packaging (Shanghai) Co., Ltd.)
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Hans-Peter Kaldeberg

Chief Integrated Management Officer (CIMO)

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