

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

Put into force on 2025-06-06



**Hansulrich Zellmer**

Chief Executive Officer (CEO)  
(Georg MENSHEN GmbH & Co. KG)  
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**Hans-Peter Kaldeberg**

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