

Supplier Code of Conduct

Mauser Packaging Solutions is committed to sourcing responsibly. Our suppliers provide essential materials and we expect that these materials and services will be sourced responsibly in compliance with this Code of Conduct. Mauser Packaging Solutions suppliers **must**:

Ethics & Legal Requirements

- Comply with all applicable national, local and international trade laws, rules, regulations and requirements.
- Not engage in or tolerate corruption in any form, including conflicts of interest. Do not offer or accept bribes or other unlawful incentives in your dealings with business partners or government officials.
- Conduct business in accordance with all applicable anti-trust and unfair competition laws.
- Safeguard and make only authorized use of confidential information and ensure that all employees' and business partners' privacy and intellectual property rights are protected.
- Not use any suppliers or service providers located in countries subject to United Nations, United States or European Union economic sanctions such as trade embargoes.
- Comply with contractual obligations to Mauser Packaging Solutions.

Labor & Human Rights

- Provide means for supplier employees to report grievances, concerns or potentially unlawful activities in the workplace. Any such report should be treated in a confidential manner, investigated and corrective actions taken as needed.
- Select and treat employees equally and do not discriminate based on race, color, national origin, ethnic origin, gender, religion, political beliefs, sexual orientation, disability, age or any other personal characteristic unrelated to job performance.
- Not tolerate sexual harassment or any other type of harassment. Suppliers will guarantee a safe workplace free of harsh and inhumane treatment, mental or physical coercion or abuse.
- Not use child labor, forced labor, slave labor or any other type of involuntary labor.
- Comply with all applicable laws on working hours, wages and benefits.
- Allow your employees the freedom of association.
- Not purchase "conflict minerals" containing tin, tantalum, tungsten or gold that directly or indirectly benefit armed groups in the Democratic Republic of the Congo and adjoining countries. Our suppliers must comply with applicable laws and regulations related to Conflict Minerals.
- Support diversity in their communities by doing business with minority, women owned and other diverse groups.

Health & Safety

- Provide a safe and healthy working environment that is appropriately controlled and maintained through training, work procedures, preventive maintenance, personal protective equipment and technical protective measures.

Environment

- In developing, producing and delivering products, attach the greatest possible value to safety and environmental protection.
- Strive to use natural resources (materials, water, and energy) in ways to minimize negative impacts on the environment and climate by, for example, practicing material substitution, reuse and recycling. Suppliers will take measures to reduce power consumption and greenhouse gas emissions.
- Implement systems to ensure the safe handling, movement, storage, recycling, reuse and management of wastes, air emissions and wastewater and prevent accidental spills and releases.

Management Systems

- Implement management systems to facilitate adherence to all applicable laws and promote continuous improvement with respect to the subjects mentioned in this Code of Conduct.

Mauser Packaging Solutions reserves the right to monitor supplier adherence to this Code of Conduct and may terminate relationships based on non-compliance. Mauser Packaging Solutions and supplier representatives may report concerns regarding compliance with this Code of Conduct through our Ethics Hotline:

www.mauserpackagingethicsline.com

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