



### **Mauser Packaging Solutions Statement on Labor Unions**

We at Mauser Packaging Solutions believe that companies are most successful when management and employees work closely together on mutual goals to create an efficient, respectful, and rewarding work environment, coupled with customer satisfaction and positive business outcomes.

These goals can best be accomplished by dealing with people personally on a one-on-one basis rather than through a third-party labor union. Labor unions detract from the objective of direct communications on work-related matters and create the potential for an environment which may be counterproductive to the successful operation of the business.

There is no reason today why employees should have to pay union initiation fees, union dues and union assessments to work at Mauser Packaging Solutions. Our country has a multitude of laws to protect employee interests and Mauser Packaging Solutions is strongly committed to its code of conduct and a fair review of all ethics related matters.

Further, Mauser Packaging Solutions is committed to maintaining trust and fairness by providing compensation and benefits that are competitive in the industries and areas where we operate, providing safe working conditions, treating people with dignity and respect, and establishing a work climate which maximizes individual participation and free exchange of ideas and suggestions.

The federal government gives employees the right to organize and join unions. It also gives employees the right to say "no" to union organizers and not join unions. If you are asked to sign a union authorization card or petition, we are asking you to say "No".