

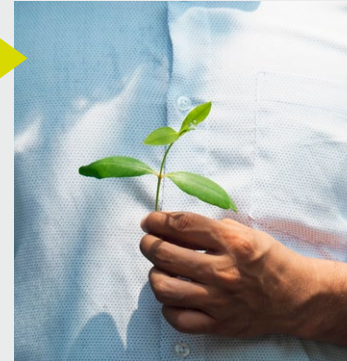
VPK's Code of conduct

Rules of conduct for the VPK Group

VPK aims for sustainable growth. We want to pursue business success with respect for a code of ethics. Therefore, we use a single code as a guiding principle throughout the group. This code was developed for all our employees and external stakeholders and is aligned with the ten principles of the United Nations Global Compact.



Nature



- 1 We will support a precautionary approach to environmental challenges.
- 2 We undertake initiatives to promote greater environmental responsibility.
- 3 We encourage the development and diffusion of environmentally friendly technologies.

Company



- 4 We respect all laws, rules and regulations.
- 5 We are committed to advancing the business of VPK and its divisions.
- 6 We work against corruption in all its forms.
- 7 We insist on honesty and respect for VPK's assets and property.
- 8 We value and protect confidential information and we respect the confidential information of others.

People



- 9 We will eliminate all forms of forced, compulsory and child labour.
- 10 We want to be best in class in occupational health and safety and target zero accidents.
- 11 We respect the freedom of association and the right to collective bargaining.
- 12 We will eliminate all forms of discrimination with regard to employment and occupation.
- 13 We will safeguard the principle of fair remuneration and decent working hours.