

VPK's Code of conduct

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.

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.

