



ETHICS POLICY

July 2021



1. LAWS AND REGULATIONS

We are committed **to follow the laws and regulations** of the countries in which we operate, in accordance with the recommendations for responsible business conduct in a global context of OECD Guidelines for Multinational Enterprises.

2. FUNDAMENTAL HUMAN RIGHTS

We endorse the core principles and rights set forth in the Universal Declaration of Human Rights. These are the universal and indivisible values of human dignity, freedom, equality and solidarity.

3. SOCIAL RIGHTS

We are committed to promote and comply with the Fundamental Principles and Rights at the workplace of the International Labour Organization. To this end, we undertake:

- to **oppose child labour** and the exploitation of children;
- to **never make use of forced labour** under no circumstances;
- to **respect the freedom of association and the right of collective bargaining**;
- to **reject all forms of discrimination** and promote equal opportunities.

4. INTEGRITY

Business integrity is inherent of the company core values: we conduct business in an ethical manner, behaving with respect, trust and fairness at all times, **doing always what is right**.

We are committed to deal fairly and honestly with all stakeholders. We embrace the use of **transparent practices** as part of our business integrity.

We **reject and prohibit bribery, corruption** or any other form of unethical behaviour, in accordance with OECD Guidelines for Multinational Enterprises.



5. HEALTH, SAFETY AND DIGNITY AT THE WORKPLACE

We are engaged to provide a safe workplace ensuring the adequate work environment and minimal risk to everyone. For this purpose, the company is committed to promote and comply with Labour Standards on Occupational safety and health from International Labour Organization and OECD Guidelines for Multinational Enterprises.

6. ENVIRONMENT

We are aware of the environmental challenges the world is facing and we are fully aligned with the environmental principles of the OECD Guidelines. We embrace the **sustainability as a goal of the business**, so we strive to preserve natural resources and minimise business impact on the environment, promote environmental responsible behaviours and encourage new sustainable technologies.

7. APPLICATION AND COMPLIANCE

The Company, as a whole, is responsible for **ensuring these principles are applied**.

The Chief Executive Officer is the ultimate responsible for the application and compliance of these principles and is directly supported in this by the EMT (Executive Management Team).

Day to day responsibility is delegated to all management of the geographies, categories, functions and operating sites. They are responsible for implementing these principles, if necessary through more detailed guidance tailored to local needs.

All employees shall follow the Ethics Principles Charter, also translated in Manuals, Policies and Codes of Conduct, acting accordingly and ensuring its application.

Colep Packaging commits to implement and maintain monitoring and reporting mechanisms for compliance and **set improvement measures**.

Thank you!