

DECLARATION

OF PRINCIPLES ON RESPECT FOR HUMAN RIGHTS AND THE ENVIRONMENT

RULE! 

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PAPIER-METTLER

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GLOBAL PARTNER
LOCAL CONTACT

INDEPENDENTLY FAMILY-RUN FOR OVER 60 YEARS!

Papier-Mettler has been growing consistently since its establishment in 1957. Hans Georg Mettler originally founded the family owned company as paper wholesaler and supplied his customers with paper products before the launch of plastic bag manufacture almost 15 years later. In 1971, Papier-Mettler expanded the packaging range with the manufacture of carrier bags and plastic bags. The product range has continued to expand up to the present day.

Papier-Mettler's core values - reliability and a down-to-earth approach as well as a proud tradition of family ownership, have always been the drivers of its success.

The global markets are merging, and the world is becoming increasingly interconnected. In Europe, Papier-Mettler is the market leader and continues to expand year by year.



OUR VALUES IN ACTION

As a packaging manufacturer with more than sixty years of tradition, we are aware of our special responsibility. Papier-Mettler KG is expressly committed to respecting and protecting human rights and the environment, and to complying with the relevant standards throughout its entire value chains.

Sustainability has always been an integral part of our corporate philosophy and business practices. As an internationally active, independent, and owner-managed company, we can only achieve long-term success if ecology, economy, and social responsibility are in harmony. In-house developed quality processes form the foundation of our exceptional quality guarantee—from raw material intake through production to the delivery of our products. Audits and certifications such as SEDEX, BRC, or the Blue Angel underscore our commitment to ethics, hygiene, and sustainability.

Many of our products have been awarded the FSC and PEFC certificates. Maximum process and product safety play a major role at Papier-Mettler, as does the **avoidance of environmental risks**. For this reason, the raw materials used are checked for their suitability, food safety and ecological impact before production begins.

We always ensure that our impact on the environment and climate is minimised and that our products make a positive contribution to environmental and climate protection for our customers. Our employees are also encouraged to contribute to the protection of the environment and climate through their individual behaviour.





3

The values that have been practised in our company for decades, such as reliability, down-to-earthness, family orientation and sustainability, have always characterised our success. We are also aware of our social responsibility. Acting in accordance with ethical and social principles and sourcing ethically sound products and services are among our principles, which are set out in our Code of Conduct. Avoiding human rights risks is a top priority for us.

As a medium-sized family business, we are naturally committed to a ban on child labour and forced labour. Fair and appropriate wages correspond to our self-image and form the basis of the appreciation we show our employees. We grant our employees equal opportunities and do not tolerate discrimination on the basis of ethnic and national origin, gender, nationality, religion and world view, age, sexual orientation or political opinion. We bear responsibility for the health and safety of all employees. We therefore take appropriate measures to minimise the risk of accidents and damage to the health of our employees. We respect the right of employees to freedom of association within the framework of applicable law.

OUR MEASURES

Global procurement and sales markets offer opportunities, but also present us with challenges. We see human rights and environmental risk management as an ongoing process. We therefore constantly analyse our own business practices and business relationships in order to identify existing and impending risks. We describe our expectations of our employees and suppliers in our codes of conduct. As part of the operational implementation of our human rights and environmental due diligence processes, we have also agreed to apply the measures listed below.



RISK MANAGEMENT AND RISK ANALYSIS

The foundation of our due diligence obligations lies in the identification and assessment of potential and actual adverse human rights risks and impacts arising from our business activities throughout the value chain.

Through our risk analysis, we identify relevant human rights and environmental risk areas within our own business operations and among our direct suppliers. In our risk analyses, we take into account the interests of employees in our direct business operations and in our supply chains, as well as those of all individuals who may be exposed to human rights or environmental risks as a result of our business activities.

Furthermore, we now conduct annual risk analyses within our own business operations and with regard to our direct suppliers. The results of these analyses are incorporated into our business decision-making processes. We use the results of the risk analysis as the basis for internal instructions and guidelines, as well as for internal training. The results of the analysis are communicated to management once a year.

5

The risk analysis process is structured in several steps. First, we identify general risks through an **abstract assessment** based on master data and macroeconomic indicators, including country and, where applicable, sector-specific risks.

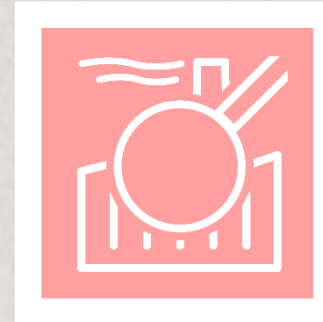
In a subsequent step, as part of a **specific assessment**, we then examine in greater detail those areas and direct suppliers for which a potentially higher risk was identified during the abstract assessment.

The **weighting and prioritization** of risks during the specific risk assessment are conducted in accordance with the adequacy criteria established by the Federal Ministry for Economic Affairs and Export Control (BAFA).

We assess the specific severity of the risk, the probability of the risk occurring, the contributing factor, the nature and scope of business activities, as well as our own company's ability to influence the supplier.

The results of the abstract risk analysis and the specific risk analysis can be used to determine a final overall risk in order to verify whether specific human rights or environmental risks actually exist.

As part of our risk analysis and assessment, we have not identified any specific risks within our supply chain for the 2025 fiscal year. This is also due to the fact that our supplier base in regions considered critical consists largely of long-standing business partners with whom we maintain a trusting and constructive working relationship. These long-term business relationships have always enabled the continuous development and monitoring of supplier performance.



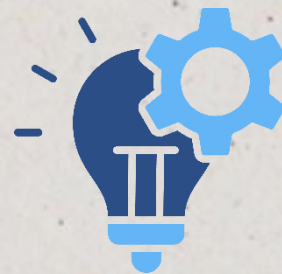
6

We will continue to conduct our risk analyses annually and on an ad hoc basis. An ad hoc analysis is conducted when we anticipate a significantly altered or expanded risk profile in the supply chain—for example, due to the introduction of new products, projects, or a new business segment—or when there are specific or imminent violations of protected LkSG risk positions along the supply chain.

The results of our risk analyses are continuously incorporated into corporate decision-making processes regarding internal business strategies and supplier selection.

We have appointed a central human rights officer to oversee the risk management system and perform other tasks.

For risk assessment, parts of our corporate group have been members of the Business Social Compliance Initiative (BSCI) for many years; the BSCI establishes common standards, provides support and training programs for suppliers, and organizes joint audits.



PREVENTIVE AND REMEDIAL MEASURES

To fulfill our responsibility to respect human and environmental rights, we have implemented various preventive and remedial measures. The goal is to protect those who may be affected and to identify, prevent, or at least minimize any adverse human rights and environmental impacts on them.

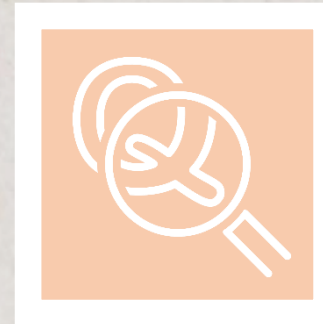
In addition, we take preventive measures to address risks that have already been identified. Relevant preventive measures within our own business operations include the publication and implementation of the Policy Statement, compliance with our Code of Conduct, training and awareness-raising for employees, enforcement of sanctions for violations, and the implementation of our standards for sustainable procurement.

Risk-based control measures regarding selected direct suppliers, including on-site visits, are ensured by our buyers.

Should we determine that a human rights or environmental obligation has been violated along the supply chain, we will immediately take action to end these violations. Within our own business unit, we implement immediate measures to remedy the violation. In the case of violations within the supply chain, we work with our suppliers and use our influence to bring about an end to the violation. Should developed action plans not

be implemented or the violation not be remedied, we reserve the right to terminate the business relationship with the direct supplier.

All of these measures help to minimize potential risks and eliminate identified risks.



8

COMPLAINT MECHANISM

An effective complaint management system is a key component of our human rights strategy. Complaint procedures enable individuals or groups affected by negative impacts on human rights to raise their concerns. This allows us to identify potential negative impacts at an early stage and mitigate them through appropriate measures.

We have implemented a complaint procedure through which not only employees but also other potentially affected groups of people can report violations of human rights and environmental concerns at any time. The rules of procedure published here present the most important information regarding the complaint procedure in a clear and transparent manner. All reported tips and substantiated suspicions regarding potential violations of human and environmental rights are processed within the framework of a transparent, balanced, and predictable process for all parties involved, in which the confidentiality and anonymity of the whistleblowers are maintained.

DOCUMENTATION AND REPORTING

We appropriately document and retain our processes and results regarding potential or actual risks and the subsequent measures taken, and these are primarily incorporated into the annual reporting in accordance with Section 10(2) of the LkSG.



OUR EXPECTATIONS ON EMPLOYEES AND SUPPLIERS

As a company with international business relationships, we continue to recognize our responsibility to ensure respect for human rights and environmental protection throughout our supply chains. The values and principles described in this policy statement apply both to our own business operations—that is, to all employees—and to our suppliers.

Our Code of Conduct clearly and comprehensively sets forth the requirements for our employees and suppliers regarding sustainability criteria and human rights. Our procurement standards clearly define the environmental, social, and ethical requirements for suppliers.

The Management
Michael Mettler
(Managing Director)

