



LAMIFLEX
GROUP

Lamiflex Groups Code of Conducts

Our Way of Being

The philosophy of the Lamiflex Group is built on providing complete packaging solutions to our industrial customers globally. It requires a certain responsibility in part by the business and by the employees. The Code of Conduct describes the policies for behavior and conduct for all company employees, including the Board of Directors and in turn the Lamiflex Group commands full respect from its business partners.

Core Values

To act in the best interest of the company – both for Lamiflex and our customers

- **To engage in your work**
 - Dare to be creative
 - Dare to be straightforward in order to prevent mistakes
 - Dare to learn, to give and take of knowledge and give feedback
 - Dare to be a team player
- **Great Attitudes - The will to be honest, open and to understand one another**
- **Developing Mode - We want to take things one step further**
 - Be one step ahead
- **Resourceful – How can we be more versatile?**
 - Time and money
 - Work smarter, not harder
 - Less is more



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Business Principles

Our customers and other stakeholders shall see the Lamiflex Group as a reliable and forthright company that always lives up to its commitments. The Lamiflex Group strives for long-term business relationships in order to create customer value, shareholder value, as well as secure and evolving workplaces. Our Code of Conduct should always be communicated as a natural part of interaction with our partners.

Laws, regulations and international conventions

A basic requirement wherever we are is that we act within the limits of the laws and international conventions. We respect and comply with the rules of competition, environmental laws, labor market laws, agreements and safety requirements and other provisions which set the framework for our activities.

Agreement

The Lamiflex Group shows honesty and transparency in the interaction with our business partners. We live up to our commitments. Our business partners shall feel that they are an essential element in a common goal to be as successful as possible.

Competition issues and conflicts of interest

The Lamiflex Group does not allow any form of price fraud, cartels or the abuse of market dominance. We do support, in all establishments, proper and comprehensive procedures in regards to a tender, quotation, procurement and purchasing.

All employees are obliged to inform his/her supervisor of all business activities for which the employee carries out outside the Lamiflex Group.

It is prohibited for any employee to engage in activities that can lead to a conflict of interest or for private gain benefited from relationships with business partners.

This includes giving or accepting personal gifts or services to a value that is greater than the specified level, or participating in representation in addition to normal business activities. It also includes not seeking or making any promises in the context of a gift.



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Human Rights and Working Principles

The Lamiflex Group supports and respects international conventions for human rights

The Lamiflex Group promotes multitude and equality. Equal treatment and equal opportunities shall apply to everybody regardless of ethnic or national origin, color, sex, sexual orientation, religion, political opinions, nationality or social origin.

The Lamiflex Group does not accept any kind of mental or physical punishment, discrimination of employment or discrimination in the workplace, sexual harassment, workplace bullying or other forms of harassment, forced labor or other forms of involuntary work.

The Lamiflex Group appreciates the healthy balance between work and leisure time and works actively so that employees are able to achieve this.

The activities and projects that the Lamiflex Group is involved in are characterized by a safe, healthy and hygienic working environment. We are working to achieve zero work-related accidents and injuries.

Obligations towards the employees in accordance with national laws and agreements on social protection will be respected and followed. Wages and other compensation shall comply at minimum with national laws.

Child labor is prohibited. Employees and other staff shall be a minimum of 16 years of age.

The employees have the right to organize themselves in a labor union and to bargain collectively. Union representatives will not be discriminated, and will be given the opportunity to fulfill their missions.



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Compliance and Follow-up

The responsibility of the company and the employees

The compliance of the Code of Conduct is a matter for the Executive Group, management at all levels and all individual employees.

Every manager has an obligation, within his or her area of responsibility, to ensure that employees and business partners are informed about the contents of the Code of Conduct and urged to observe them. Managers within the Lamiflex Group must always lead by example.

Follow-up

Adherence to the Code of Conduct will be followed up continuously as a natural part of ongoing operations.

Repeated and serious violations of the Code of Conduct will result in corrective action.

If any of the Lamiflex Group's business partners repeatedly and seriously violate Lamiflex's Code of Conduct, cooperation will be discontinued.