



Mauser Packaging Solutions Human Rights Position

We at Mauser Packaging Solutions are committed not only to compliance with all laws and regulations that apply to our business activities, but also to the protection of, and respect, for human rights. We support the United Nations' Universal Declaration of Human Rights and endorse the principles of the United Nations Global Compact Initiative.

Promoting human rights standards throughout our organization and our business operations is aligned with our company values and our Code of Conduct and Business Ethics.

Employees - Working Conditions

We provide our employees with fair and competitive compensation and benefits. Our wages meet or exceed local market conditions and ensure an adequate standard of living for our employees and their families. All forms of forced and compulsory labor are strictly prohibited. Our compensation systems are linked to company and individual performance.

We encourage our employees to fully achieve their potential by offering ample training and education opportunities. Access to training and other career development measures is based on the principle of equal opportunity for all employees. We comply with all applicable laws and agreements on working time and paid leave. We respect the right to rest and leisure, including vacation with pay, and the right to family life, including parental leave and comparable provisions.

Harassment and Discrimination

Equal treatment of all employees is a fundamental to our company values and our corporate conduct policies. No person is to be unfairly disadvantaged, favored, harassed or ostracized because of ethnicity or race, color, nationality, descent, religion, caste, gender, age, physical characteristics or appearance, sexual orientation, union membership, political affiliation, HIV/AIDS or parental status. Harassment of any kind is strictly prohibited.

Freedom of Association and Collective Bargaining

We are committed to an open and constructive dialogue with our employees and their representatives. While we value our direct relationship with our employees, they are free to join organizations of their choice that represent them. These organizations may engage in collective bargaining according to applicable legal regulations. At all Mauser Packaging Solutions sites worldwide, employees have the right to elect their own representatives. Employees who act as representatives are neither disadvantaged nor favored in any way. In locations where employees have decided not to appoint representatives, we ensure direct and open communication between employees and management.

Child Labor

We have a zero tolerance policy regarding child labor in our business operations worldwide. We do not tolerate child labor in our supply chain and will take appropriate action against known violations. Our opposition to child labor is consistent with the International Labor Organization's core labor standards and the United Nations Global Compact principles.

Health and Safety

We prioritize and set standards that meet applicable laws and regulations for the health and safety of our work force and for environmental protection and quality standards at our sites through the implementation of appropriate management systems. We must consistently apply these standards throughout our operations to minimize the occurrence of accidents and illnesses.

As Mauser Packaging Solutions employees, our respect for people is mandatory for business excellence. We confirm our commitment to internationally recognized principles in the areas of human rights and labor conditions. We expect the conduct of our employees and business partners worldwide to reflect this commitment.