



THE PACKAGING COMPANY

## Code of Conduct

### Code of conduct on ethics and environment for aPak AB and our partners.

aPak AB has adopted the following rules, which apply on all our activities, regardless of in which country we act:

- ethical and responsible behavior in our business
- respect for the rights of all individuals
- respect for the environment
- correct information is communicated to stakeholders

We expect that these commitments are shared by all manufacturers / suppliers of goods sold through aPak AB. As a minimum we require that all our suppliers, just as aPak, work in compliance with the following standards.

#### Legal requirements

We expect that the supplier knows the national legal requirements in the countries they operate in, and that they comply with these rules, as a minimum requirement. aPak also disagrees with bribes and gifts. We encourage high integrity and it is important that employees as well as partners keep any business secrets.

#### Working conditions

The supplier shall respect human rights and treat each employee with dignity and respect. The supplier should not use physical punishment, threats, violence or other forms of physical, sexual, psychological or verbal harassment. We disagree with child labor and discrimination of any kind. Work place safety, working hours and wages should always be in accordance with national legal requirements in the country that the party operate in.

#### Forced labor

The supplier shall not use involuntary or forced labor. This includes all forms of agreements made under coercion and illegal labor. No person shall be detained at the workplace against his or her will at any time.

#### Freedom of association and the right to collective negotiations

The supplier shall, without penalty or interference, respect the rights of employees to unite and organize themselves and in a peaceful and lawful manner, to negotiate collectively.

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